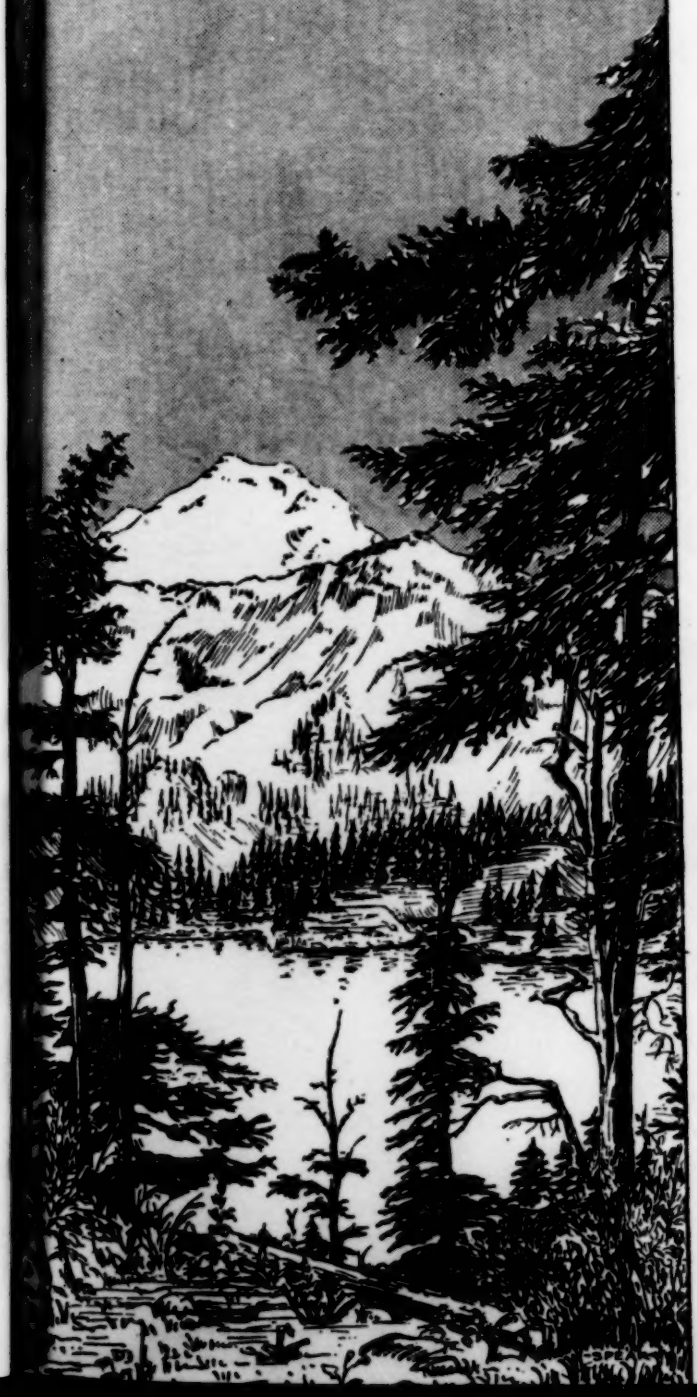
Monthly LABOR REVIEW



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In This Issue

Changes in Family Expenditures

Agricultural Migration in California

Earnings in Furniture Industry

Union Scales in Building Trades, 1938

U. S. Department of Labor

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UNITED STATES DEPARTMENT OF LABOR

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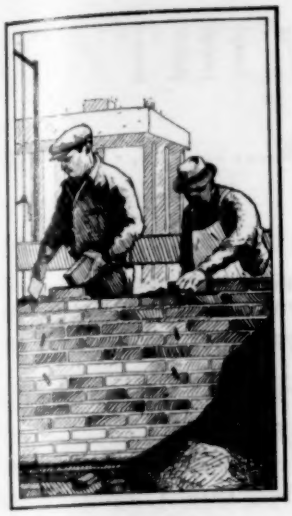

MONTHLY LABOR REVIEW

NOVEMBER 1938, VOL. 47, NO. 5

HUGH S. HANNA, *Editor*

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Mount Baker in Washington.

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CHANGES IN FAMILY EXPENDITURES IN THE POST-WAR PERIOD

By FAITH M. WILLIAMS, *of the Bureau of Labor Statistics*

IN THE period since the World War, technological advances in agriculture, in engineering, and in production methods, which had been developing over a long period, combined to place at the disposal of wage earners and clerical workers in the United States a wide array of consumers' goods which had not been available to them before. Some of these goods were actually new; for example, canned tomato juice, rayon fabrics, and certain types of electrical equipment. More of them had been in the markets before, but at prices higher than moderate-income families could pay.

New developments in agricultural production and in transcontinental refrigerator cars began to bring oranges and grapefruit, lettuce and spinach to urban markets the year round at prices considerably lower than those prevailing before the war. Motor-car production entered a new phase. Passenger automobiles had been produced commercially since the nineties, but the cost of a car was for a long time far out of the reach of the average American family. In 1908, less expensive models were introduced, and in 1922 the wholesale price of a currently acceptable touring car was $298, f. o. b. Detroit. Substantially the same car would have cost $525 at wholesale at the end of the war and $850 in 1908 when it was first introduced. It had little in common with the automobiles which are purchased new today, but it met the needs of American families in the 1920's.

Silk stockings had been a luxury to women in the moderate-income group before the war period. In most stores the only kind of silk hose sold was a very heavy service-weight stocking, with a mercerized top, double-sole lisle foot, with a silk "boot" only 20 inches high. They cost $2 a pair at retail. In the period after the war the much more attractive sheer and semiservice hose, with silk feet and a 25-inch "boot," began to appear in all the stores, at a lower price, and silk stockings for everyday became the rule even for women in moderate-income families.

Electric power, which had been available to few in the wage-earner and clerical groups before 1918, has declined in price over the period, and dwellings wired for electric lights and small electrical appliances have come within the range of the purchasing power of the average employed worker.

At the end of the war period the results of extensive researches into the physiological needs of the human body reached the stage where they could be popularized, and Americans for the first time became aware of minerals and vitamins in foods and their importance in human nutrition. War-time restrictions were relaxed and a nation which had learned to count its calories went on to attempt an understanding of other factors affecting diet. This new information, together with lower food prices in general and the lower prices of certain nutritionally valuable foods in particular, and also the greater availability of fruits and vegetables all the year round, combined to produce striking changes in American food expenditure.

The Bureau of Labor Statistics' study of the money disbursements of wage earners and clerical workers in 1934–36 provides figures on expenditure patterns at the present time, with which similar data secured in 1917–19 may be compared.[1] The earlier study included only families containing a father, a mother, and one or more children, and a special tabulation has been made to provide comparable data from the investigation just completed, which covered families of all types. In order to measure changes in expenditure patterns which have occurred in the interval since the World War, figures on the expenditures of families with incomes from $1,200 to $1,500 in the two periods have been placed in parallel columns in table 1.

[1] The families studied in 1934–36 were carefully selected to represent a cross-section of the families of employed white wage earners and lower-salaried clerical workers in the cities covered. All the families included had one or more workers who worked a minimum of 1,008 hours in at least 36 weeks during the year. The figure 1,008 was adopted as a minimum of hours per year from the consideration that it is equivalent to 36 weeks each with 3½ days of 8 hours per day. An exception was made in the case of families in which the chief earner was employed in an industry distinctly seasonal. Such families were included if the chief earner had employment for 3½ eight-hour days in each of 30 weeks. Since the data were being obtained primarily for the purpose of providing a basis for indexes of living costs, it was important that they should not reflect the distorted spending of families whose incomes had been abnormally low or irregular. On that account no data were included from families whose incomes were under $500 a year or from families who received relief during the year.

TABLE 1.—*Average Expenditures in 1 Year, 1917–19 and 1934–36*

Families[1] *of White Wage Earners and Lower-Salaried Clerical Workers With Annual Incomes from $1,200 to $1,500*

City and item	Average actual expenditures			
	1917–19[2]		1934–36[3]	
	Amount	Percent	Amount	Percent
Baltimore:				
All items	$1,310	100.0	$1,354	100.0
Food	547	41.8	490	36.2
Clothing	187	14.2	131	9.7
Housing[4]	270	20.6	333	24.6
Furnishings and equipment	62	4.7	57	4.2
All other items	245	18.7	343	25.3
Birmingham:				
All items	1,222	100.0	1,345	100.0
Food	476	38.9	436	32.4
Clothing	182	14.9	141	10.5
Housing[4]	227	18.6	291	21.6
Furnishings and equipment	74	6.0	62	4.6
All other items	264	21.6	415	30.9
Boston:				
All items	1,296	100.0	1,410	100.0
Food	579	44.6	561	39.8
Clothing	196	15.2	126	8.9
Housing[4]	254	19.6	428	30.4
Furnishings and equipment	41	3.2	36	2.6
All other items	224	17.2	259	18.3
Buffalo:				
All items	1,291	100.0	1,362	100.0
Food	479	37.1	497	36.5
Clothing	223	17.3	139	10.2
Housing[4]	283	21.9	363	26.7
Furnishings and equipment	63	4.9	41	3.0
All other items	244	18.9	322	23.6
Cincinnati:				
All items	1,241	100.0	1,368	100.0
Food	504	40.6	505	36.9
Clothing	195	15.7	137	10.0
Housing[4]	222	17.8	319	23.4
Furnishings and equipment	66	5.3	67	4.9
All other items	254	20.5	340	24.8
Cleveland:				
All items	1,339	100.0	1,435	100.0
Food	503	37.5	509	35.4
Clothing	201	15.0	146	10.2
Housing[4]	291	21.8	343	23.8
Furnishings and equipment	66	5.0	67	4.7
All other items	277	20.7	370	25.9
Columbus:				
All items	1,293	100.0	1,290	100.0
Food	491	38.0	447	34.6
Clothing	202	15.6	130	10.1
Housing[4]	262	20.3	329	25.6
Furnishings and equipment	78	6.0	48	3.7
All other items	260	20.1	336	26.0
Dallas:				
All items	1,316	100.0	1,369	100.0
Food	552	41.9	443	32.3
Clothing	197	15.0	146	10.7
Housing[4]	226	17.2	283	20.7
Furnishings and equipment	68	5.1	109	8.0
All other items	274	20.8	388	28.3
Denver:				
All items	1,312	100.0	1,343	100.0
Food	502	38.2	463	34.5
Clothing	211	16.0	124	9.3
Housing[4]	240	18.3	338	25.2
Furnishings and equipment	72	5.5	51	3.8
All other items	286	21.8	367	27.2
Detroit:				
All items	1,333	100.0	1,411	100.0
Food	484	36.3	499	35.4
Clothing	216	16.2	149	10.6
Housing[4]	314	23.7	342	24.2
Furnishings and equipment	79	5.9	69	4.9
All other items	237	17.8	352	24.9

See footnotes at end of table.

TABLE 1.—*Average Expenditures in 1 Year, 1917–19 and 1934–36*—Continued

Families[1] *of White Wage Earners and Lower-Salaried Clerical Workers With Annual Incomes from $1,200 to $1,500*—Continued

City and item	Average actual expenditures			
	1917–19 [2]		1934–36 [3]	
	Amount	Percent	Amount	Percent
Grand Rapids:				
All items	$1,298	100.0	$1,363	100.0
Food	487	37.5	478	35.1
Clothing	190	14.6	178	13.0
Housing [4]	303	23.4	265	19.4
Furnishings and equipment	53	4.0	38	2.8
All other items	265	20.4	404	29.7
Houston:				
All items	1,313	100.0	1,410	100.0
Food	539	41.0	432	30.7
Clothing	182	13.9	142	10.1
Housing [4]	226	17.3	245	17.4
Furnishings and equipment	64	4.8	103	7.3
All other items	303	23.1	488	34.5
Indianapolis:				
All items	1,272	100.0	1,423	100.0
Food	487	38.3	469	33.0
Clothing	190	15.0	143	10.1
Housing [4]	245	19.3	305	21.4
Furnishings and equipment	71	5.6	69	4.9
All other items	276	21.7	437	30.6
Jacksonville:				
All items	1,307	100.0	1,353	100.0
Food	474	36.3	450	33.2
Clothing	231	17.7	128	9.5
Housing [4]	238	18.2	267	19.7
Furnishings and equipment	74	5.7	36	2.7
All other items	290	22.2	472	34.9
Kansas City:				
All items	1,298	100.0	1,394	100.0
Food	514	39.6	474	34.1
Clothing	197	15.2	138	9.9
Housing [4]	253	19.4	294	21.2
Furnishings and equipment	61	4.7	74	5.3
All other items	273	21.1	414	29.5
Los Angeles:				
All items	1,270	100.0	1,362	100.0
Food	463	36.5	441	32.4
Clothing	181	14.3	143	10.5
Housing [4]	222	17.6	273	20.1
Furnishings and equipment	57	4.5	60	4.4
All other items	345	27.2	445	32.6
Louisville:				
All items	1,268	100.0	1,321	100.0
Food	503	39.7	525	39.7
Clothing	191	15.1	154	11.6
Housing [4]	217	17.1	273	20.6
Furnishings and equipment	66	5.2	64	4.8
All other items	291	23.0	305	23.3
Manchester:				
All items	1,281	100.0	1,352	100.0
Food	552	43.1	501	37.2
Clothing	183	14.3	125	9.2
Housing [4]	250	19.5	360	26.7
Furnishings and equipment	55	4.3	25	1.8
All other items	241	18.8	341	25.1
Memphis:				
All items	1,301	100.0	1,413	100.0
Food	487	37.4	416	29.5
Clothing	210	16.1	156	11.1
Housing [4]	247	19.0	306	21.7
Furnishings and equipment	64	5.0	95	6.7
All other items	293	22.6	440	31.0
Milwaukee:				
All items	1,278	100.0	1,421	100.0
Food	505	39.5	513	36.1
Clothing	217	17.0	138	9.7
Housing [4]	253	19.8	389	27.4
Furnishings and equipment	42	3.3	47	3.3
All other items	261	20.4	334	23.5

See footnotes at end of table.

TABLE 1.—*Average Expenditures in 1 Year, 1917–19 and 1934–36*—Continued

Families[1] *of White Wage Earners and Lower-Salaried Clerical Workers With Annual Incomes from $1,200 to $1,500*—Continued

City and item	Average actual expenditures			
	1917–19[3]		1934–36[3]	
	Amount	Percent	Amount	Percent
Minneapolis:				
All items	$1,304	100.0	$1,390	100.0
Food	480	36.8	471	33.9
Clothing	204	15.6	118	8.5
Housing[4]	315	24.1	358	25.9
Furnishings and equipment	57	4.3	74	5.3
All other items	246	18.9	369	26.4
Mobile:				
All items	1,315	100.0	1,397	100.0
Food	513	39.0	436	31.2
Clothing	238	18.1	176	12.6
Housing[4]	210	16.0	268	19.2
Furnishings and equipment	58	4.4	97	6.9
All other items	295	22.5	420	30.1
New Orleans:				
All items	1,275	100.0	1,329	100.0
Food	539	42.3	480	36.1
Clothing	190	14.9	139	10.5
Housing[4]	219	17.2	317	23.8
Furnishings and equipment	46	3.6	35	2.6
All other items	281	22.0	358	27.0
New York:				
All items	1,344	100.0	1,476	100.0
Food	585	43.5	594	40.3
Clothing	200	14.9	133	9.1
Housing[4]	266	19.8	431	29.2
Furnishings and equipment	50	3.7	35	2.4
All other items	228	17.0	283	19.0
Norfolk:				
All items	1,349	100.0	1,392	100.0
Food	514	38.1	515	37.0
Clothing	262	19.4	145	10.4
Housing[4]	242	18.0	337	24.1
Furnishings and equipment	106	7.8	86	6.2
All other items	225	16.7	309	22.3
Philadelphia:				
All items	1,306	100.0	1,429	100.0
Food	533	40.8	529	37.0
Clothing	195	14.9	131	9.2
Housing[4]	261	20.0	385	26.9
Furnishings and equipment	58	4.4	53	3.7
All other items	263	20.1	331	23.2
Pittsburgh:				
All items	1,285	100.0	1,395	100.0
Food	535	41.6	510	36.6
Clothing	228	17.7	146	10.5
Housing[4]	227	17.8	330	23.7
Furnishings and equipment	60	4.7	67	4.8
All other items	235	18.3	342	24.4
Portland, Maine:				
All items	1,282	100.0	1,354	100.0
Food	533	41.6	516	38.1
Clothing	197	15.4	135	9.9
Housing[4]	257	20.1	351	25.9
Furnishings and equipment	53	4.1	59	4.4
All other items	242	18.8	293	21.7
Richmond:				
All items	1,310	100.0	1,364	100.0
Food	515	39.3	444	32.5
Clothing	202	15.4	138	10.1
Housing[4]	216	16.5	349	25.6
Furnishings and equipment	67	5.1	60	4.4
All other items	310	23.7	373	27.4
Sacramento:				
All items	1,299	100.0	1,334	100.0
Food	454	34.9	478	35.8
Clothing	219	16.9	124	9.3
Housing[4]	275	21.2	314	23.6
Furnishings and equipment	70	5.4	58	4.4
All other items	281	21.7	360	26.9

See footnotes at end of table.

TABLE 1.—*Average Expenditures in 1 Year, 1917–19 and 1934–36*—Continued

Families[1] *of White Wage Earners and Lower-Salaried Clerical Workers With Annual Incomes from $1,200 to $1,500*—Continued

City and item	Average actual expenditures			
	1917–19[2]		1934–36[3]	
	Amount	Percent	Amount	Percent
St. Louis:				
All items	$1,251	100.0	$1,332	100.0
Food	497	39.7	509	38.2
Clothing	176	14.0	114	8.6
Housing[4]	243	19.4	287	21.6
Furnishings and equipment	62	4.9	55	4.1
All other items	274	21.9	367	27.5
Salt Lake City:				
All items	1,334	100.0	1,347	100.0
Food	453	34.0	462	34.3
Clothing	217	16.3	145	10.8
Housing[4]	275	20.5	315	23.4
Furnishings and equipment	83	6.2	61	4.5
All other items	306	22.9	364	27.0
San Francisco:				
All items	1,292	100.0	1,357	100.0
Food	514	39.8	502	37.0
Clothing	204	15.8	133	9.8
Housing[4]	262	20.3	315	23.2
Furnishings and equipment	48	3.7	27	2.0
All other items	264	20.5	380	28.0
Scranton:				
All items	1,267	100.0	1,375	100.0
Food	549	43.3	512	37.2
Clothing	231	18.3	160	11.6
Housing[4]	199	15.8	379	27.7
Furnishings and equipment	60	4.8	55	4.0
All other items	227	18.0	269	19.5
Seattle:				
All items	1,355	100.0	1,347	100.0
Food	496	36.6	480	35.7
Clothing	198	14.6	128	9.5
Housing[4]	287	21.5	295	21.9
Furnishings and equipment	67	4.9	32	2.4
All other items	303	22.4	412	30.5

[1] Families of father, mother, and child under 16, with or without other persons.
[2] Schedule years ending—
July 31, 1918: Baltimore.
Aug. 31, 1918: Columbus, New York, Pittsburgh, Scranton.
Sept. 30, 1918: Buffalo, San Francisco, Seattle.
Oct. 31, 1918: Boston, Cincinnati, Cleveland, Detroit, Los Angeles, Philadelphia.
Nov. 30, 1918: Denver, Manchester, Milwaukee, Minneapolis, Norfolk, Portland.
Dec. 31, 1918: Birmingham, Grand Rapids, Houston, Indianapolis, Louisville, Richmond, Sacramento.
Jan. 31, 1919: Kansas City, Memphis, Mobile, New Orleans, St. Louis.
Feb. 28, 1919: Dallas, Jacksonville, Salt Lake City.
[3] Schedules years ending—
Aug. 31, 1934: Manchester.
Nov. 30, 1934: Birmingham, Columbus, Memphis, New Orleans, Philadelphia, Pittsburgh, Richmond, Scranton.
Feb. 28, 1935: Boston, Denver, Detroit, Grand Rapids, Los Angeles, Mobile, Sacramento, Salt Lake City, Seattle.
May 31, 1935: New York, San Francisco.
Aug. 31, 1935: Jacksonville.
Feb. 29, 1936: Baltimore, Buffalo, Cincinnati, Dallas, Houston, Indianapolis, Kansas City, Louisville, Milwaukee, Minneapolis, Norfolk, Portland, St. Louis.
May 31, 1936: Cleveland.
[4] Including fuel, light, and refrigeration.

The changes in spending habits which have occurred since the end of the war in each of these 35 cities are very similar. The average amounts spent for clothing were lower in each city in 1934–36. Expenditures for housing (including fuel, light, and refrigeration) and for miscellaneous items were uniformly higher, except for housing expenditures in Grand Rapids. In 24 out of the 35 cities average expenditures

for food were lower. In the 11 cities where average food expenditures were higher in the later period, the difference in no case amounted to more than 5 percent. Expenditures for furniture and furnishings varied over a wider range. They were higher in the later period in 12 cities and lower in 23.

In analyzing these figures it is important to keep in mind the nature of the price realinements which have occurred in the interval between these two studies. The purchasing power of the worker's dollar was on the average slightly higher in 1934–36 than in 1917–19, and the degree and the direction of the change were different from one city to another. In every city, however, price relationships had changed greatly. Food prices were consistently lower. In each of the 27 cities covered in both investigations for which cost-of-living indexes are available, the cost of the foods purchased by the wage-earner and clerical groups in 1917–19 was from 16 to 38 percent lower at the time of the new study. Clothing prices were also lower in 26 of the 27 cities by from 5 to 31 percent. The difference in the level of rents varied considerably from city to city. In about one-third of the cities, rents were higher at the time of the second study. Differences between the prices of the types of fuel and light used by families in this group were also far from uniform. In 22 of the 27 cities, average fuel and light costs were higher in the period covered by the 1934–36 investigation than in the period of the earlier survey; in 5 cities they were lower. The level of costs for furnishings and equipment was in general lower in the later period, and those for miscellaneous items higher in every city.[2]

In order to eliminate the effect of price differences as such from the comparison of expenditure patterns, the Bureau of Labor Statistics' indexes of the cost of food, clothing, rent, fuel and light, and miscellaneous items have been applied to the average expenditures of the families studied in 1917–19 in the cities for which these indexes are available. The resulting figures, which appear in table 2, represent an estimate of what the goods actually purchased in 1917–19 would have cost if they had been purchased in 1934–36. A comparison of these figures with the expenditure patterns actually found in 1934–36 shows that all the families studied in the later period were spending more (and frequently a good deal more) than enough to buy the foods purchased in 1917–19. The tabulation of the specific foods purchased in 1934–36 by families comparable to those studied in 1917–19 has not been completed. Figures are available, however, which show a larger per capita consumption of milk, oranges, lettuce, spinach, and canned tomatoes in 1934–36 than in 1917–19 in every one of these 27 cities. Tomato juice and grapefruit are also consumed in relatively

[2] For the purpose of these comparisons the Bureau of Labor Statistics' indexes of the cost of goods purchased by wage earners and clerical workers have been averaged in such a way as to represent average costs at the periods covered by the two studies in each city.

large amounts by the families studied in 1934–36, and they were so little used by families in these occupational groups in 1917–19 that they were not even included on the detailed schedule used in the earlier study. The nutritional value of the foods just listed is very great, and their increased purchase indicates that the food consumption of employed workers at the present time is much nearer the diets recommended by nutrition specialists than were the diets of families at approximately the same general economic level in 1917–19.

TABLE 2.—*Actual Expenditures in 1 Year 1934–36, Compared With the Cost in 1934–36 of Goods Purchased in 1 Year 1917–19*

Families of White Wage Earners and Lower-Salaried Clerical Workers With Annual Incomes from $1,200 to $1,500

City and item	Estimated average cost in 1934–36 of goods purchased in 1917–19		Average actual expenditures, 1934–36	
	Amount	Percent	Amount	Percent
Baltimore:				
All items	$1,338	100.0	$1,354	100.0
Food	454	33.9	490	36.2
Clothing	163	12.2	131	9.7
Housing [1]	317	23.7	333	24.6
Furnishings and equipment	62	4.6	57	4.2
All other items	342	25.6	343	25.3
Birmingham:				
All items	952	100.0	1,345	100.0
Food	294	30.9	436	32.4
Clothing	134	14.1	141	10.5
Housing [1]	177	18.5	291	21.6
Furnishings and equipment	57	6.0	62	4.6
All other items	290	30.5	415	30.9
Boston:				
All items	1,220	100.0	1,410	100.0
Food	420	34.5	561	39.8
Clothing	180	14.7	126	8.9
Housing [1]	297	24.3	428	30.4
Furnishings and equipment	40	3.3	36	2.6
All other items	282	23.2	259	18.3
Buffalo:				
All items	1,249	100.0	1,362	100.0
Food	374	30.0	497	36.5
Clothing	174	13.9	139	10.2
Housing [1]	326	26.0	363	26.7
Furnishings and equipment	67	5.4	41	3.0
All other items	308	24.7	322	23.6
Cincinnati:				
All items	1,205	100.0	1,368	100.0
Food	412	34.2	505	36.9
Clothing	139	11.6	137	10.2
Housing [1]	254	21.0	319	23.4
Furnishings and equipment	62	5.1	67	4.9
All other items	338	28.1	340	24.8
Cleveland:				
All items	1,337	100.0	1,435	100.0
Food	392	29.3	509	35.4
Clothing	170	12.7	146	10.2
Housing [1]	318	23.8	343	23.8
Furnishings and equipment	64	4.8	67	4.7
All other items	393	29.4	370	25.9
Denver:				
All items	1,180	100.0	1,343	100.0
Food	367	31.1	463	34.5
Clothing	156	13.2	124	9.3
Housing [1]	236	20.1	338	25.2
Furnishings and equipment	66	5.6	51	3.8
All other items	355	30.0	367	27.2
Detroit:				
All items	1,154	100.0	1,411	100.0
Food	349	30.2	499	35.4
Clothing	176	15.3	149	10.6
Housing [1]	257	22.3	342	24.2
Furnishings and equipment	69	6.0	69	4.9
All other items	303	26.2	352	24.9

[1] Including fuel, light, and refrigeration.

TABLE 2.—*Actual Expenditures in 1 Year 1934–36, Compared With the Cost in 1934–36 of Goods Purchased in 1 Year 1917–19*—Continued

Families of White Wage Earners and Lower-Salaried Clerical Workers With Annual Incomes from $1,200 to $1,500—Continued

City and item	Estimated average cost in 1934–36 of goods purchased in 1917–19		Average actual expenditures, 1934–36	
	Amount	Percent	Amount	Percent
Houston:				
All items	$1,147	100.0	$1,410	100.0
Food	392	34.2	432	30.7
Clothing	142	12.4	142	10.1
Housing [1]	199	17.3	245	17.4
Furnishings and equipment	65	5.7	103	7.3
All other items	349	30.4	488	34.5
Indianapolis:				
All items	1,134	100.0	1,423	100.0
Food	360	31.8	469	33.0
Clothing	134	11.8	143	10.1
Housing [1]	229	20.2	305	21.4
Furnishings and equipment	63	5.5	69	4.9
All other items	348	30.7	437	30.6
Jacksonville:				
All items	1,097	100.0	1,353	100.0
Food	322	29.4	450	33.2
Clothing	169	15.4	128	9.5
Housing [1]	202	18.4	267	19.7
Furnishings and equipment	65	5.9	36	2.7
All other items	339	30.9	472	34.9
Kansas City:				
All items	1,110	100.0	1,394	100.0
Food	379	34.2	474	34.1
Clothing	136	12.2	138	9.9
Housing [1]	223	20.2	294	21.2
Furnishings, and equipment	45	4.0	74	5.3
All other items	327	29.4	414	29.5
Los Angeles:				
All items	1,222	100.0	1,362	100.0
Food	344	28.1	441	32.4
Clothing	156	12.8	143	10.5
Housing [1]	200	16.3	273	20.1
Furnishings and equipment	55	4.5	60	4.4
All other items	468	38.3	445	32.6
Memphis:				
All items	1,119	100.0	1,413	100.0
Food	310	27.7	416	29.5
Clothing	160	14.3	156	11.1
Housing [1]	242	21.7	306	21.7
Furnishings and equipment	55	4.9	95	6.7
All other items	352	31.4	440	31.0
Minneapolis:				
All items	1,215	100.0	1,390	100.0
Food	403	33.2	471	33.9
Clothing	148	12.2	118	8.5
Housing [1]	320	26.2	358	25.9
Furnishings and equipment	52	4.3	74	5.3
All other items	292	24.1	369	26.4
Mobile:				
All items	1,108	100.0	1,397	100.0
Food	326	29.4	436	31.2
Clothing	188	16.9	176	12.6
Housing [1]	185	16.7	268	19.2
Furnishings and equipment	53	4.8	97	6.9
All other items	356	32.2	420	30.1
New Orleans:				
All items	1,136	100.0	1,329	100.0
Food	363	32.0	480	36.1
Clothing	138	12.1	139	10.5
Housing [1]	237	20.8	317	23.8
Furnishings and equipment	41	3.7	35	2.6
All other items	357	31.4	358	27.0
New York:				
All items	1,366	100.0	1,476	100.0
Food	470	34.4	594	40.3
Clothing	181	13.2	133	9.1
Housing [1]	351	25.7	431	29.2
Furnishings and equipment	46	3.4	35	2.4
All other items	318	23.3	283	19.0

[1] Including fuel, light, and refrigeration.

TABLE 2.—*Actual Expenditures in 1 Year 1934–36, Compared With the Cost in 1934–36 of Goods Purchased in 1 Year 1917–19*—Continued

Families of White Wage Earners and Lower-Salaried Clerical Workers With Annual Incomes from $1,200 to $1,500—Continued

City and item	Estimated average cost in 1934–36 of goods purchased in 1917–19		Average actual expenditures, 1934–36	
	Amount	Percent	Amount	Percent
Norfolk:				
All items	$1,221	100.0	$1,392	100.0
Food	351	28.7	515	37.0
Clothing	244	20.0	145	10.4
Housing [1]	230	18.8	337	24.1
Furnishings and equipment	101	8.3	86	6.2
All other items	295	24.2	309	22.3
Philadelphia:				
All items	1,239	100.0	1,429	100.0
Food	391	31.5	529	37.0
Clothing	155	12.5	131	9.2
Housing [1]	290	23.4	385	26.9
Furnishings and equipment	51	4.1	53	3.7
All other items	353	28.5	331	23.2
Pittsburgh:				
All items	1,188	100.0	1,395	100.0
Food	377	31.8	510	36.6
Clothing	179	15.0	146	10.5
Housing [1]	263	22.1	330	23.7
Furnishings and equipment	53	4.5	67	4.8
All other items	316	26.6	342	24.4
Portland, Maine:				
All items	1,217	100.0	1,354	100.0
Food	403	33.1	516	38.1
Clothing	177	14.6	135	9.9
Housing [1]	266	21.9	351	25.9
Furnishings and equipment	59	4.8	59	4.4
All other items	311	25.6	293	21.7
Richmond:				
All items	1,173	100.0	1,364	100.0
Food	329	28.0	444	32.5
Clothing	158	13.5	138	10.1
Housing [1]	225	19.2	349	25.6
Furnishings and equipment	67	5.7	60	4.4
All other items	394	33.6	373	27.4
St. Louis:				
All items	1,155	100.0	1,332	100.0
Food	388	33.6	509	38.2
Clothing	124	10.7	114	8.6
Housing [1]	244	21.1	287	21.6
Furnishings and equipment	57	5.0	55	4.1
All other items	342	29.6	367	27.5
San Francisco:				
All items	1,291	100.0	1,357	100.0
Food	432	33.4	502	37.0
Clothing	205	15.9	133	9.8
Housing [1]	267	20.7	315	23.2
Furnishings and equipment	48	3.7	27	2.0
All other items	340	26.3	380	28.0
Scranton:				
All items	1,253	100.0	1,375	100.0
Food	404	32.3	512	37.2
Clothing	208	16.6	160	11.6
Housing [1]	253	20.2	379	27.7
Furnishings and equipment	63	5.0	55	4.0
All other items	325	25.9	269	19.5
Seattle:				
All items	1,304	100.0	1,347	100.0
Food	362	27.8	480	35.7
Clothing	188	14.5	128	9.5
Housing [1]	274	21.0	295	21.9
Furnishings and equipment	74	5.7	32	2.4
All other items	404	31.0	412	30.5

[1] Including fuel, light, and refrigeration.

A comparison of housing expenditures in 1934–36 with those estimated as required to provide the type of housing secured by the group studied at the end of the war period again shows generally higher expenditures at the later period. When expenditures for housing as such are combined with those for fuel, light, and refrigeration, the total in all of the 27 cities is found to be higher than that required to purchase the housing paid for in 1917–19. Data secured on housing facilities show a larger proportion of the families as having electric lighting and modern plumbing. Apparently, the housing standards of employed workers in the United States in the income ranges covered have been raised.

Expenditures for miscellaneous items were in general higher in 1934–36 than they would have been if the expenditure patterns of 1917–19 had been maintained. In two-thirds of these cities a higher expenditure was found for this group of items, which includes transportation, travel, recreation, education, cosmetics, haircuts, and other goods and services affecting personal appearance. It would seem that an important change in attitudes toward consumption expenditures had occurred among moderate-income urban families in the interval between these two investigations. Concern over the personal appearance of the family in public has been reoriented, and the barber and hairdresser now receive considerably more attention than in 1917–19. Nowadays when the family has had a successful year, it is quite as apt to think of the automobile as a symbol of success as to turn to new clothes or new furniture for the parlor. At the end of the war period, motor cars were owned so seldom by wage earners and clerical workers that the schedule used in the Bureau of Labor Statistics' investigation of family expenditures classified automobiles with motorcycles and bicycles. Fifteen percent of the families covered reported some expenditures for either one or another of these three types of vehicles. Among families of similar composition studied in 1934–36, approximately 50 percent owned automobiles.

Among the families studied in 1934–36, expenditures for clothing were almost uniformly lower than might have been expected on the basis of the 1917–19 figures. In only four cities were the 1934–36 expenditures larger than would have been required to buy the equivalent of the 1917–19 costumes. Apparently American moderate-income families are actually wearing less than at the end of the war period. The relationship of expenditures for furnishings and equipment in 1934–36 to the amount required to buy the equivalent of the 1917–19 purchases varies considerably. In 12 cities, the 1934–36 expenditure was higher, in 13 cities lower, and in 2 cities the expenditures were identical.

A summary of actual money expenditures by families in the $1,200 to $1,500 income bracket in the two periods shows that in almost

every city average total expenditures for goods and services were higher in 1934–36 than in 1917–19. These generally larger expenditures by families with approximately the same money incomes were met by the families studied at the later period in a variety of ways. In some cities, the group as a whole finished the year with net savings, but in 33 of the 35 cities the balance sheet of the families covered in this income group in 1934–36 showed a less favorable situation than that of the similar families covered in 1917–19. In the earlier investigation the families studied at this income level in only one city (New York) showed a net deficit for the group. In the recent investigation, families of the same composition and income in 16 out of 35 cities showed a net deficit, and in all but 2 of the 19 cities where net savings were recorded in the 1934–36 investigation, the average amount saved was smaller than that shown by the group studied earlier.

TABLE 3.—*Average Net Change in Assets and Liabilities in 1 Year*

Families of White Wage Earners and Lower-Salaried Clerical Workers With Annual Incomes from $1,200 to $1,500

City	Families from which data were obtained for—			
	1917–19		1934–36	
	Percent having a surplus	Average surplus (+) or deficit (−) [1]	Percent having a surplus	Average surplus (+) or deficit (−) [1]
Baltimore	78	+$37	65	+$17
Birmingham	81	+127	54	+2
Boston	62	+31	56	−33
Buffalo	72	+58	60	−6
Cincinnati	70	+71	58	+4
Cleveland	70	+28	42	−69
Columbus	73	+52	73	+68
Dallas	81	+23	45	−38
Denver	70	+36	58	−8
Detroit	74	+47	53	−44
Grand Rapids	74	+48	48	+6
Houston	71	+51	61	+9
Indianapolis	87	+92	41	−78
Jacksonville	61	+38	70	+10
Kansas City	65	+43	43	−25
Los Angeles	77	+78	56	+4
Louisville	76	+68	72	+53
Manchester	76	+59	71	+5
Memphis	69	+35	52	−42
Milwaukee	77	+54	55	−61
Minneapolis	68	+46	54	−23
Mobile	68	+49	54	−39
New Orleans	74	+41	47	−43
New York	58	−4	41	−101
Norfolk	65	+25	50	−41
Philadelphia	72	+26	53	−66
Pittsburgh	70	+57	47	−24
Portland, Maine	76	+51	29	+18
Richmond	64	+19	39	+3
Sacramento	67	+49	56	+32
St. Louis	71	+66	64	+16
Salt Lake City	52	+2	53	−21
San Francisco	68	+58	56	+20
Scranton	85	+65	54	−23
Seattle	62	+7	69	+41

[1] Computed by finding the difference between the aggregate surplus and the aggregate deficit of all families in the specified income group in each city and dividing that difference by the number of families.

In considering these differences, it is important to remember the difference in the national situation at the time the two investigations were made. Much of the data obtained in the 1917–19 investigation applies to years ending between June 30 and November 1, 1918, a time when Government loans were being floated in small denominations, and subscriptions to them by moderate-income families were made at considerable sacrifice. Amounts paid on such subscriptions by families covered in the Bureau of Labor Statistics' study would, of course, appear as savings in calculating changes in assets and liabilities.

The investigation in 1934–36 was made just after a period of extensive unemployment and reduction in earnings, in which most low and moderate-income families, even if they had not suffered acutely from unemployment themselves, had postponed, insofar as possible, all expenditures which were not immediately necessary. By 1934 and more particularly by 1935, anxiety with reference to the future was somewhat relieved, especially in the case of the group of families covered by this investigation, since families without relatively steady employment and families having been on relief at any time prior to the interview by the field agent were excluded from the study. It was natural, therefore, to find them buying with a certain amount of optimism to make up for the enforced economies of the past, drawing on savings where possible, and where savings were not available, on credit.

There seems, however, to be another reason for the differences in the expenditures of families with the same incomes. There is much that indicates that families of wage earners and clerical workers actually have higher standards of living than similar workers at the end of the war period. Their diets more nearly approach the recommendation of specialists in human nutrition; they have homes with better lighting; many of them are able to travel more because they have automobiles. The change in the ideas of these workers as to how they ought to live has resulted in fundamental changes in their expenditure patterns. Insofar as the analyses already made make it possible to compare the goods and services purchased by comparable families, it would appear that the change has resulted in a level of living which may actually be called higher than that found at the end of the war. The fact that in almost half of the cities for which the figures are available, the entire group studied at this income level showed a net deficit for the year is a warning signal that this improvement in consumption cannot be generally maintained unless higher incomes can be earned to pay for it.

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PATTERNS OF AGRICULTURAL LABOR MIGRATION WITHIN CALIFORNIA [1]

By Paul S. Taylor and Edward J. Rowell [2]

THE fruit, vegetable, and cotton crops of California depend upon migratory labor. Their hand-labor requirements are heavy, and these are concentrated in short seasonal peaks. On family farms, the need for outside laborers may be concentrated into one or two periods of a week or two when perhaps 25 or even 100 laborers are employed. On large-scale farms, a few year-round laborers are sufficient to tend the crops except for brief seasonal peaks when several hundred migrants are required. The peak season in some localities which specialize in deciduous fruit is very short, lasting only 2 or 3 weeks. One of the longest peaks is the cotton harvest, which lasts from October through December, with occasional days of employment thereafter. Therefore, the length of crop-ripening periods, the tendency of localities to specialize in one or two crops, and the large-scale operations which characterize California's highly commercialized agriculture, all combine to produce dependence on a highly mobile labor class which shifts from one part of the State to another, "following the crops."

Extent of Migratory Labor

The numbers of migratory agricultural workers in California remain to be measured. Adams places the demand for "efficient seasonal workers" at 48,000 in March and 145,000 in September.[3] The California State Relief Administration estimated "agricultural laborers required" in 33 counties in 1935 at 46,500 in January and 198,000 in September. In October 1935 an estimated peak of 49,500 laborers "not resident in county where employed" were required.[4] But these estimates of labor demand do not take into account the inefficiency of individual workers, the extreme inefficiency of labor distribution, and the existence of a surplus labor supply.

In 1927 the California Department of Education enumerated approximately 37,000 children "who declared that they were migratory and definitely stated that they and their parents had no permanent place of residence." Undoubtedly, the parents of most of these children engaged in agriculture. No school census of more recent

[1] This study is part of researches supported by the Farm Security Administration and the Social Security Board. Previous articles based upon these studies were given in the February 1936 (p. 312), December 1936 (p. 1355), and March 1937 (p. 537) issues of the Monthly Labor Review.

[2] Professor Taylor, of the University of California, is consultant to the Social Security Board, and Dr. Rowell is regional labor adviser of the Farm Security Administration.

[3] Proceedings of the Western Farm Economic Association, 1937, pp. 66–78: Farm Labor, by R. L. Adams.

[4] California State Relief Administration. Division of Research and Surveys. Survey of Agricultural Labor Requirements in California, 1935. December 1935.

date is available, but it is unlikely that the number of migrants has diminished since 1927; on the contrary, probably it has increased. Since January 1938 the Farm Security Administration has made relief grants to approximately 19,500 destitute farm laborers in California, practically without exception heads of migratory families, none of whom had been in California more than 12 months. From these limited data and from observation, therefore, there would appear to be no ground at present for lowering the prevailing estimate of 150,000 men, women, and children who at some time during the year leave their residence, if any, in order to work in the crops. On the other hand, the measured influx into the State in the 2¾ years of almost a quarter of a million migrants, principally from agricultural areas and with former agricultural experience, seems to warrant an increase in the estimates. Unquestionably, the uncertain basis of the estimates should be stressed, and the urgent desirability of a new school census which will enumerate children of agricultural migrants and so provide an index of the total agricultural migrant population, should be emphasized.

Shifting Labor Peaks

The peak seasonal labor requirements of different areas occur at different times. Thus in southern California they occur in February and March and again in September and October. In the San Joaquin Valley they occur in August, September, and October. In the Sacramento Valley they occur in May and June. In the valleys of the central coast they occur variously from May to October. Within each of these major areas the labor peaks of particular localities arrive at different dates. The result is a continual movement by laborers' families in the endeavor to dovetail brief periods of employment. A recent study has reported that one-fourth of a group of 136 migrant families traveled more than 1,000 miles between jobs in California agriculture within a year.[5]

Routes of Migration

The diversity of routes followed by the migrants is almost infinite, for the agricultural labor market is highly disorganized and laborers move about from crop to crop according to their own information as to the location of probable employment. Furthermore, their choice of routes is affected by differences in their earning capacity in different crops, which depend partly upon skill and experience and partly upon whether the men are accompanied by women and children who can obtain employment in some crop operations but not in others. Besides, they are influenced by the satisfactory or unsatisfactory character of their experience working for particular employers the preceding

[5] California State Relief Administration. Agricultural Migratory Laborers in the San Joaquin Valley December 1937. (Mimeographed.)

year, by expectations of good and poor crops, and by the location, if any, which they regard as their base of operations.

Some routes may be suggested to illustrate the surges of migration. Of course the actual variations of individual migrations approximating these patterns are numberless. A well-filled year might include picking peas in Imperial Valley in February and March, at Nipomo on the central coast in April, and in Alameda County or Yolo County in May; picking apricots in Contra Costa County in June, and in Santa Clara County in July; picking grapes in Fresno County in August and September, and peas in October; picking peas in Imperial Valley in November and December, and awaiting the maturity of the next pea crop in February. Some migrants find alternative spring employment in the citrus belt of Tulare County. For other migrants the year's work goes somewhat as follows: Pea picking in Imperial Valley in February and March, potato picking or cotton chopping in Kern County in May and June, apricot picking in Kings County in July, grape picking in Fresno County in August, and cotton picking for the rest of the year in Kern County.

Filipino migrants, comprising young, single men with hardly an exception, commonly work back and forth between lettuce crops in the Salinas and Imperial Valleys and the grape harvest in Fresno County, or between the sugar-beet crop in the Salinas or Sacramento Valleys, the asparagus crop in the Stockton Delta, and the grape harvest in the San Joaquin Valley. Filipinos practically never pick cotton.

Mexican migrants, who move typically in family groups, frequently dovetail work in lettuce and cantaloupes in Imperial Valley with peach and apricot picking near Hollister or in the Santa Clara Valley, and grape picking near Fresno. Cotton picking in the San Joaquin Valley or walnut picking in Ventura County also appear in the routes as alternative employments in the fall.

Three routes actually followed by particular migrant families in 1934 may be set down as examples:

Mexican family.—Salt River Valley, Arizona, for lettuce, January–March; Imperial Valley, tying carrots, March–June; Conejos, picking apricots, June; Tulare County, picking peaches, July–August; Fresno County, picking plums, August; Tulare County, picking cotton, September–November; Salt River Valley, for lettuce, November–March.

Washington family.—Cazadero, for independent trapping, January–March; Yuba City, thinning peaches, March–May; Sonoma County, picking cherries, May–June; King City, picking apricots, June; Sonoma County, picking apples, June–July; Exeter, peach dry yard, July–December.

Oklahoma family.—Wasco and Buttonwillow, picking cotton, planting and picking potatoes, January–August; Selma, picking peaches, August; Shafter, picking cotton, September–December; Wasco, picking cotton, December.

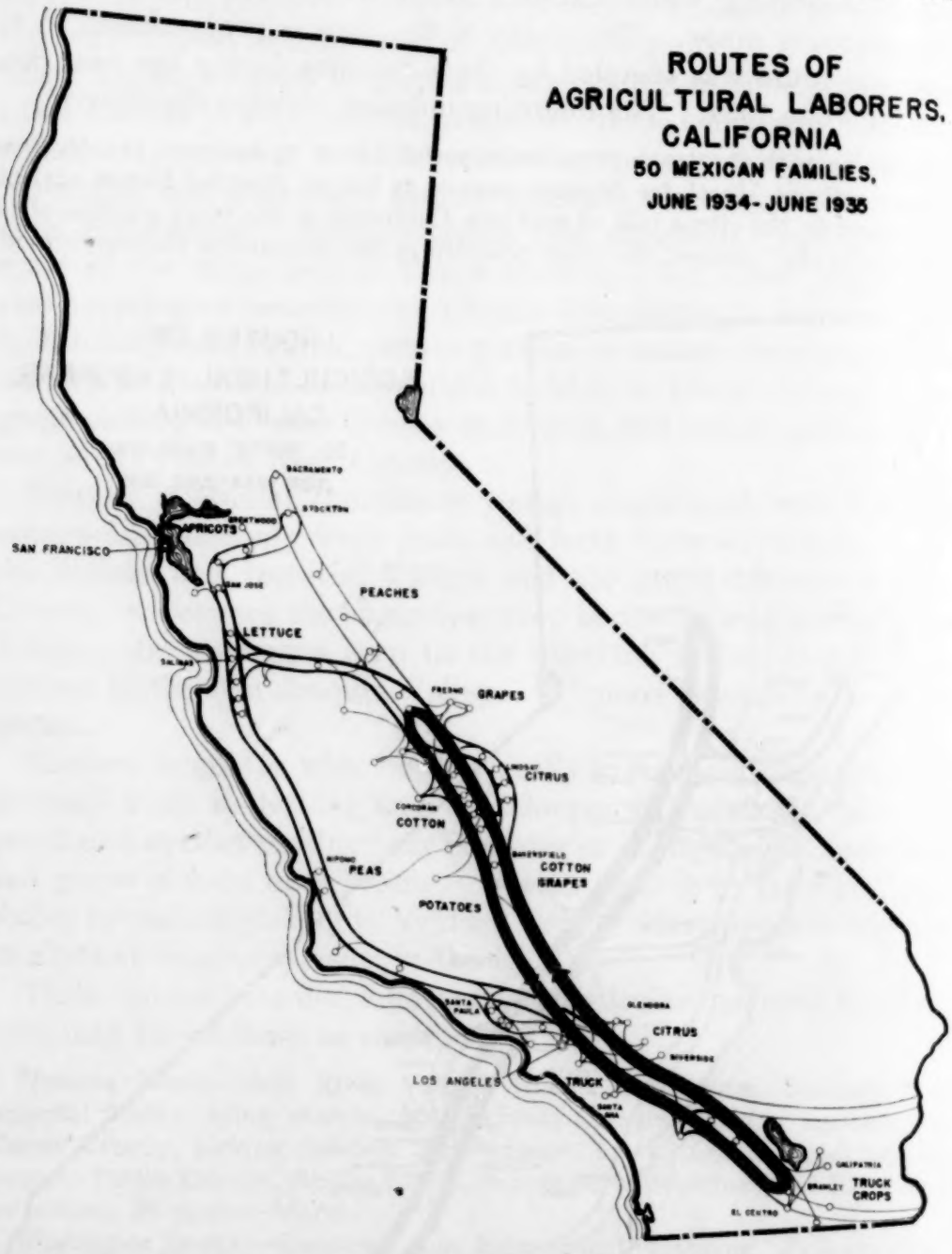
Except for work near Selma, in Fresno County, the year's migration of the Oklahoma family was entirely within Kern County.

State-Wide Migration Patterns

Emphasis upon variety of routes should not obscure the existence of fairly well-defined patterns of migration. In order to show the common patterns of full migration, actual routes followed by 50 Mexican and 50 American white families, respectively, are charted on the accompanying maps. The width of the lines is proportioned to the times the route was traveled by these families during the year commencing June 1934. The following notation clarifies the charts:

Beginning with the truck crops in Imperial Valley in January, the Mexicans leave as early as March for Nipomo peas or as late as June for Hemet apricots. Some linger in the citrus belt of southern California or the truck gardens of Los Angeles County. Guasti, the large vineyard in San Bernardino County, provides

some with summer work. Seasonal work of various sorts can be found during much of the year, though most of it is done by those of more permanent residence who migrate very little. Around Santa Paula, Ventura, and Conejos, work in the walnut groves is added to possibilities of citrus and truck crop labor. Most of the Mexicans find their summer and fall work in the San Joaquin Valley south from Fresno. Thinning fruit, chopping cotton, and harvesting fruit and cotton



provide sufficient work to keep them in the area. It is notable that the Mexican migration runs from the great Mexican center of Brawley to Fresno, in contrast to the more scattered points of origin of the American whites.

The American whites, starting from diverse areas in Imperial Valley, move out earlier than the Mexicans and go as far north as Marysville for the peach harvest. Then they move south again for grapes and cotton. Of the 50 American schedules, not one gave Brawley or Los Angeles as a stopping place. The heavier lines in northern California are caused by a great deal of movement back and forth in that part of the State. It is not infrequent, for example, that two trips are made

to the Marysville area, one for thinning peaches, and a second for the harvest; between times, Brentwood offers opportunity to pick apricots. Though the selection was made on the basis of State-wide migration, the fact that a few of the American white families did not include southern California in their migration also adds to the width of the lines in the north.

The marked difference in degree of northward migration beyond Fresno shown by these sample groups of two nationalities is representative of the difference characterizing the entire Mexican and American white migratory labor populations. The fact that these maps show intrastate migration only, however, should not obscure the existence of fairly heavy seasonal labor migration between California and Arizona to the southeast, Oregon and Washington to the north, and even Idaho on the east, where sugar beets and pea fields have been drawing increasing numbers of California migrants in recent years.

Although labor peaks are occurring continuously in different areas within the State, the employment of particular families is generally extremely discontinuous. Distances to be traveled, difficulties in connecting promptly with job opportunities, competition for jobs, weather and price fluctuations, and the unevenness and short duration of labor peaks all operate to prevent attainment of steady employment by the migrants.

Migration Within Imperial Valley

Imperial Valley, in southeastern California, is one of the principal areas of agricultural production dependent on migratory labor. Its labor population moves about restlessly within the valley, and in large numbers flows in and out of the valley according to the seasonal demand elsewhere. This extreme development of labor mobility, coupled with opportunity to use a statistical index better than usually is available, led to selection of Imperial County for special analysis.

Most of the field labor in intensive crops in Imperial Valley is performed by Mexicans.[6] Also, the Mexicans move about largely in family groups. The segregation of school enrollment data into Mexican and non-Mexican children, therefore, permits use of Mexican enrollment statistics as a monthly index of the presence or absence of field laborers in the school district.[7]

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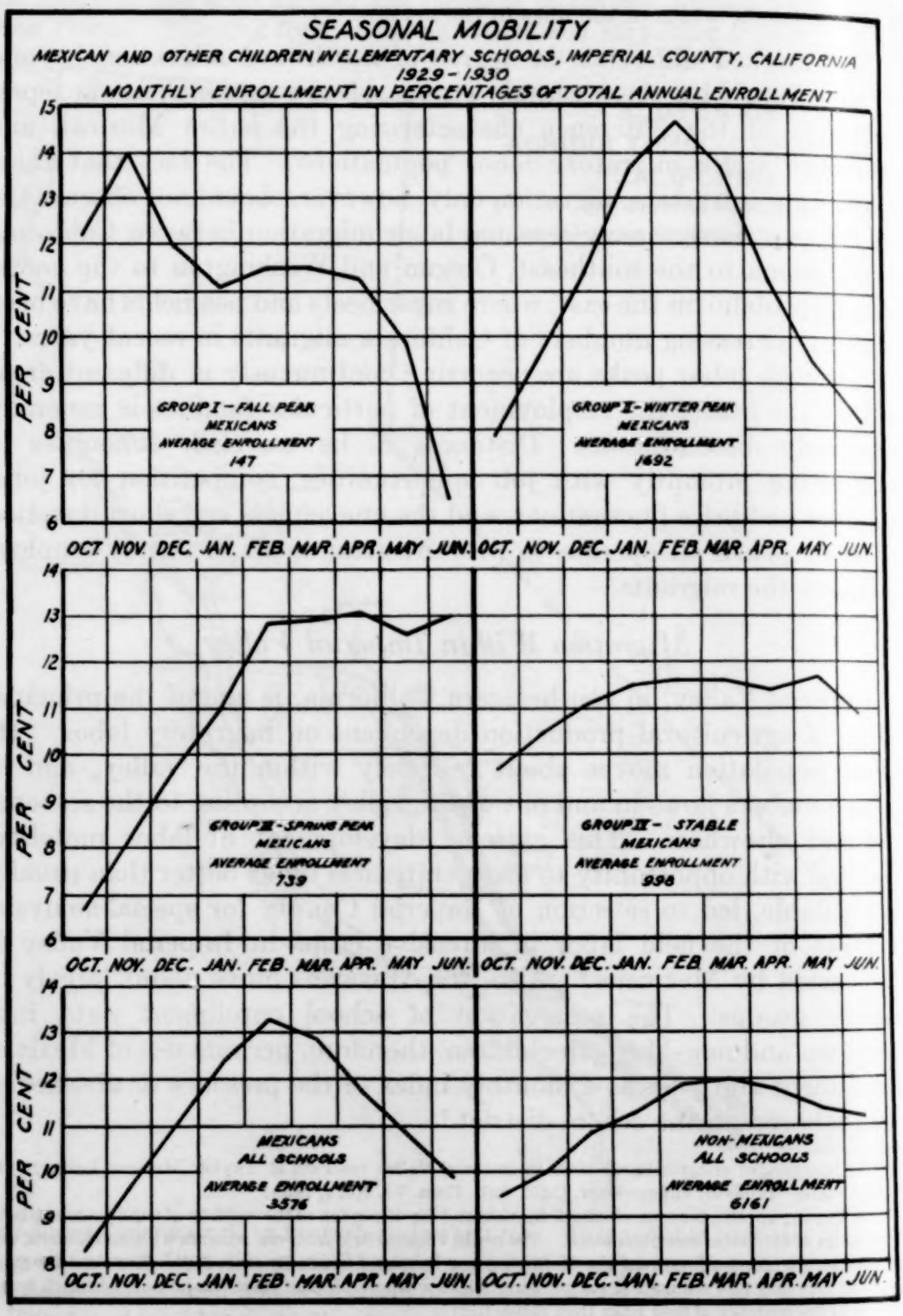
[6] For background of agricultural labor in Imperial Valley see Paul S. Taylor: Mexican Labor in the United States—Imperial Valley (Univ. Calif. Pub. Econ. VI, No. 1, 1928).

[7] See Taylor, op. cit., for map of school districts and for discussion of the validity of enrollment statistics as an index of total Mexican population. The use of Filipino field laborers, who are without children, and of American white families from the Southwest has increased markedly since 1936. But data for years between 1929 and 1935 are used in the present article, when enrollment statistics probably furnish better indices of the mobility of field labor than subsequently.

A few districts in Imperial County, with small enrollment, lie outside the valley, viz, Andrade, Bard, Glamis, Ogilby, Winterhaven. The only appreciable groups of Mexicans in the valley whose occupation is not that of field labor live in the cities of Calexico, El Centro, and Brawley, but even there, especially El Centro and Brawley, the field laborers predominate heavily.

The fortunate existence in Imperial County of data more satisfactory than elsewhere in California is to be credited to the keen understanding and initiative of Harry A. Skinner, former deputy superintendent of schools.

For convenience in analyzing mobility, table 1 has been constructed to show monthly fluctuation of enrollment of Mexican children in 1929–30, 1932–33, and 1934–35. Schools have been grouped on the



basis of when peak enrollment occurred, whether in fall, winter, or spring, or whether enrollment was relatively stable. The accompanying graph shows fluctuations in the year 1929–30 when they were maximum.

TABLE 1.—*Fluctuations in Enrollment of Mexican Children in Elementary Schools of Imperial County, California, by Months, in Selected Years* [1]

Year and month	Group I,[2] fall peak		Group II,[2] winter peak		Group III,[2] spring peak		Group IV,[2] stable enrollment	
	Percent of annual average Mexican enrollment	Percent of total monthly enrollment	Percent of annual average Mexican enrollment	Percent of total monthly enrollment	Percent of annual average Mexican enrollment	Percent of total monthly enrollment	Percent of annual average Mexican enrollment	Percent of total monthly enrollment
1929-30:								
October	109.5	27.9	71.2	36.1	60.4	18.7	87.2	51.6
November	125.9	29.6	85.8	39.0	73.5	21.3	94.3	52.5
December	108.2	25.6	102.8	40.0	87.6	23.4	100.1	53.6
January	100.0	25.0	123.4	43.8	99.2	24.5	103.1	53.7
February	103.4	24.8	132.2	44.2	115.0	26.0	104.7	53.2
March	103.4	24.3	123.0	42.4	116.0	26.2	104.7	52.6
April	102.0	24.1	102.0	39.7	118.3	26.8	102.9	52.2
May	89.8	22.1	85.8	35.8	113.1	26.3	104.8	53.1
June	58.5	16.8	73.7	32.3	117 5	27.2	98.0	52.8
1932-33:								
October	106.3	48.5	75.8	31.2	76.6	35.0	94.2	46.5
November	115.6	50.3	91.9	34.8	75.4	33.8	100.1	47.7
December	115.6	49.0	98.5	34.8	93.3	37.1	101.8	47.0
January	112.0	47.9	107.3	35.2	93.9	36.5	92.7	42.6
February	105.1	46.1	118.9	37.4	102.5	39.0	98.1	44.4
March	98.2	44.6	115.3	37.0	108.6	40.3	106.5	48.2
April	96.4	44.6	105.6	35.5	112.6	41.1	105.6	48.4
May	93.4	43.3	97.9	35.8	117.1	42.2	103.2	48.5
June	88.3	41.8	84.5	31.8	101.5	37.5	97.8	47.4
1934-35:								
October	82.6	32.3	73.1	20.7	66.8	35.6	90.4	51.0
November	94.6	33.6	82.6	22.4	82.9	40.0	95.8	52.0
December	108.7	36.9	100.0	25.0	93.8	42.7	100.3	52.7
January	105.4	37.5	107.7	25.9	106.3	44.7	102.7	52.7
February	101.1	35.9	121.8	27.2	109.1	44.8	103.9	52.4
March	105.4	37.7	123.9	26.9	108.4	44.5	102.1	53.0
April	105.4	38.8	97.3	23.3	114.0	46.2	101.3	51.6
May	97.8	35.6	102.0	24.9	113.1	45.9	102.1	52.0
June	98.9	36.8	91.0	23.1	105.5	50.1	101.1	51.9

[1] Data are from records of Imperial County supervisor of school attendance.

[2] The numerical annual average enrollments of Mexican children in elementary schools of Imperial County, by groups, were as follows: 1929-30—Group I, 147, Group II, 1,692, Group III, 739, Group IV, 998; 1932-33—Group I, 334, Group II, 2,073, Group III, 475, Group IV, 1,209; and 1934-35—Group I, 92, Group II, 547, Group III, 2,144, Group IV, 1,225. If the maximum enrollment of Mexicans occurred in the first 3 months, schools were classified in Group I; if in the second 3 months, they were placed in Group II; if in the last 3 months, in Group III. In rare cases equal peak enrollments occurred in 2 seasons; then the greater enrollment in all 3 months of the season combined determined classification of the school. If the range between maximum and minimum enrollments of Mexicans was not greater than one-third the average Mexican enrollment for the year, the enrollment was regarded as "stable" and the school classified in Group IV. This limit was well above the range of fluctuation in enrollment of "non-Mexican" children in all elementary schools; the latter exhibited a range of only 22 percent above and below the average in 1929-30 and 1934-35, and only 15.2 percent in 1932-33. Resultant classification of schools:

Group I:
1929-30, Alamo, Bard, Eastside, Meloland, Rose, Sunset Springs.
1932-33, Heber, Highline, Jasper, Laguna, Magnolia, *Meloland*, North End, *Rose*.
1934-35, Glamis, *Rose*, Ogilby, North End, Verde.

Group II:
1929-30, Acacia, Brawley, Calipatria, Eucalyptus, Heber, Highline, Holtville, Lantana, Magnolia, Mesquite Lake, Mulberry, Niland, North End, Silsbee, Verde.
1932-33, Alamitos, *Brawley*, *Calipatria*, Eastside, El Centro, *Eucalyptus*, *Holtville*, *Lantana*, McCabe, *Mulberry*, *Niland*, Palmetto, *Silsbee*.
1934-35, Laguna, El Centro, *Calipatria*, Elm, *Eucalyptus*, *Silsbee*, Palmetto, *Niland*, Westside.

Group III:
1929-30, Alamitos, Dixieland, El Centro, Glamis, Imperial, Mount Signal, Seeley, Trifolium, Westmoreland, Westside.
1932-33, Acacia, Alamo, *Dixieland*, *Mount Signal*, Ogilby, Seeley, *Trifolium*, *Westmoreland*, *Westside*.
1934-35, Lantana, Heber, *Seeley*, Sunset Springs, Alamo, Brawley, Eastside, *Mount Signal*, Mulberry, *Westmoreland*, Holtville, *Imperial*, Magnolia, Meloland, *Trifolium*.

Group IV:
1929-30, Andrade, Calexico, Central, Colorado, Elm, Jasper, Laguna, McCabe, Ogilby, Winterhaven.
1932-33, *Andrade*, Bard, *Calexico*, *Colorado*, *Elm* (equal peaks in fall and spring), Glamis, Imperial, Mesquite, Sunset Springs, Verde, *Winterhaven*.
1934-35, Highline, *Jasper*, *McCabe*, Mesquite, *Winterhaven*, Dixieland, *Calexico*, Alamitos, Bard, *Andrade*, Acacia, *Colorado*.

Italicized districts for 1932-33 and 1934-35 were in the same group in 1929-30; others were not.

FALL SEASONAL PEAK

The extreme variability which characterizes the movement of the laborers is clearly shown in the statistics. Fluctuations occur with great irregularity as well as with great intensity. For example, the average number of Mexican children enrolled in schools with fall peak rose from 147 in 1929–30 to 334 in 1932–33, and fell as low as 92 in 1934–35. The proportion of Mexican children to all children in these schools rose from 24.6 percent in 1929–30 to 46.3 percent in 1932–33, but fell only to 37.9 percent in 1934–35. The greatest range of fluctuation occurred in 1929–30, when enrollment varied from as high as 125.9 percent of the annual average in November to as low as 58.5 percent in June. Peak enrollment was 185, or 215 percent of the 86 children enrolled in the slack month.

WINTER SEASONAL PEAK

The number of Mexican children enrolled in schools with peak in the winter rose from an average of 1,692 in 1929–30 to 2,073 in 1932–33, but fell to 547 in 1934–35, principally because Brawley shifted to the spring peak group in the latter year. Besides, the lettuce harvest, which occurs in winter months, fell from 12,608 carlots in 1929 to 6,356 in 1935. The proportion of Mexican children to all children in these schools fell from 39.6 percent to 24.5 percent. The greatest range of fluctuation occurred in 1929–30, when enrollment varied from 71.2 percent of the annual average to 132.2 percent. Enrollment rose from a low point of 1,204 in October to a peak of 2,237 in February, or 186 percent of the low.

SPRING SEASONAL PEAK

The number of Mexican children in schools with spring peak enrollment fell from an average of 868 in 1929–30 to 475 in 1932–33, but rose to 2,144 in 1934–35, mainly because of the inclusion of Brawley in this group for the first time in the latter year. The proportion of Mexican to all children enrolled in these schools rose from 24.8 percent in 1929–30 to 44 percent in 1934–35. In the latter year, the peak enrollment in April was 2,445, or 171 percent of the low enrollment of 1,432 in October.

The principal cause of spring peak enrollment in outlying districts such as Westmoreland and Mount Signal is the cantaloup harvest. But carlot shipments of cantaloupes from the valley fell from 14,378 in 1929 to 8,776 in 1932, and to 6,055 in 1935.[8] It was not the cantaloup harvest, therefore, but rather the decline in migration from Brawley out of the valley for spring work elsewhere that held spring enrollment at a high figure in 1934–35. This decline in spring emigra-

[8] Reports of Imperial County Horticultural Commissioner.

tion was the result of a complex of causes in which low wages, reduced work opportunity because of growing labor surplus, and relief policies giving preference to residents played a part.

The schools with stable enrollment had an average number of Mexican children in 1929–30 of 998, who comprised 52.8 percent of all children enrolled in these schools. The stable Mexican population depends on agricultural employment sufficiently spread through the year, or on small businesses and town occupations. In 1934–35 the Mexican enrollment had risen to 1,225, and stood at 52.2 percent of the total. The greatest range of fluctuation occurred in 1929–30, when enrollment varied from 87.2 percent of the annual average in October and 104.8 percent in May. In that year the peak enrollment of 1,046 in May was only 120 percent of the low enrollment of 870 in October.

IRREGULAR MOBILITY

If the mobility recorded in these tables was regular, year after year, the educational and social problems which they entail would be much simpler than they are. But the fluctuations are irregular in the extreme. In 1932–33 there were 21 school districts in which peak enrollment occurred during the same season (or in which enrollment was stable) as in 1929–30, but 20 districts recorded a different seasonal peak than 3 years earlier. In 1934–35 only 19 districts were in the same seasonal group as in 1932–33, and 22 were not. And in 1934–35 only 15 districts were in the same seasonal group as they had been barely 5 years earlier, while 26 districts were not. The important district of Heber, which lies midway between El Centro and Calexico, recorded peak enrollment in winter in 1929–30, in the fall in 1932–33, and in the spring in 1934–35.

COMPARATIVE MOBILITY OF MEXICANS AND NON-MEXICANS

Comparison of the fluctuations of enrollment of Mexican and non-Mexican children [9] is made in table 2. Mexican enrollment increased from 36.7 to 41.3 percent of the total in 5 years. It also became more stable. The range of fluctuation diminished, and enrollment was more constant throughout the year. The main reasons for this have been indicated: Decline in the two main seasonal crops, lowered attraction of seasonal work outside the valley, relief policies which emphasize stable residence. In addition, more production of mixed vegetable crops and alfalfa, with Mexicans increasingly employed in alfalfa, reduced the seasonality of employment in the valley.

Non-Mexicans were much more stable than Mexicans both in 1929–30 and in 1934–35. In 1929–30, when the range of fluctuation of non-Mexican children was greatest, the peak of 6,650 in March was only

[9] Only a very small percentage are colored.

25 percent above the low enrollment of 5,299 in October. The range of fluctuation of non-Mexicans was less in 1934–35 than 5 years earlier, but nevertheless showed a much sharper drop in the final month of June of 1935 than in 1930. Probably the seasonal exodus northward of white American pea pickers, who were becoming numerous by 1935, accounts for the drop from 103.1 percent of annual average enrollment in May to 93.1 percent in June, while Mexican enrollment fell only from 107.9 percent to 102 percent in the same month.

TABLE 2.—*Comparison of Fluctuations in Enrollment of Mexican and Non-Mexican Children in All Elementary Schools of Imperial County, Calif., 1929–30 and 1934–35* [1]

Month	All children			Non-Mexicans					Mexicans				
	Number, 1929–30	Percent of annual average		Number, 1929–30	Percent of annual average		Percent of monthly enrollment		Number, 1929–30	Percent of annual average		Percent of monthly enrollment	
		1929–30	1934–35		1929–30	1934–35	1929–30	1934–35		1929–30	1934–35	1929–30	1934–35
Average	9,737	100.0	100.0	6,161	100.0	100.0	63.3	58.7	3,576	100.0	100.0	36.7	41.3
October	7,980	82.0	86.2	5,299	86.0	93.8	66.4	63.9	2,681	75.0	75.3	33.6	36.1
November	8,690	89.2	92.5	5,569	90.4	96.4	64.1	61.1	3,121	87.3	87.1	35.9	38.9
December	9,596	98.6	98.0	6,052	98.2	98.6	63.1	59.1	3,544	99.1	97.0	36.9	40.9
January	10,268	105.5	103.4	6,271	101.8	102.0	61.1	57.9	3,997	111.8	105.4	38.9	42.1
February	10,916	112.1	106.7	6,632	107.6	105.1	60.8	57.8	4,284	119.8	109.1	39.2	42.2
March	10,786	110.8	106.9	6,650	107.9	105.8	61.7	58.0	4,136	115.7	108.6	38.3	42.0
April	10,196	104.7	105.5	6,419	104.2	104.0	63.0	57.8	3,777	105.6	107.7	37.0	42.2
May	9,794	100.6	105.1	6,329	102.7	103.1	64.6	57.6	3,465	96.9	107.9	35.4	42.4
June	9,410	96.6	96.8	6,231	101.1	93.1	66.2	56.4	3,179	88.9	102.9	33.8	43.6

[1] Data are from records of Imperial County Supervisor of School Attendance.

MOBILITY AND EDUCATIONAL PROBLEMS

Because of this extreme and highly irregular mobility, educational authorities are faced with the problem of providing facilities for children ranging from as low as 86 percent of the annual average in October to 107 percent in March. They must provide for children from homes with foreign mother-tongue whose enrollment ranges from 75 percent of the annual average in October to 109 percent in February, and comprises 36 percent of total enrollment in the county in October and nearly 44 percent in June. Enrollments in particular districts exhibit even greater fluctuations than all schools in the Valley together, during the same year, and these fluctuations recur irregularly from year to year, making advance provision difficult.

COOPERATIVE PRODUCTIVE ENTERPRISES IN THE UNITED STATES

Summary

WORKERS' productive associations, i. e., business enterprises owned and operated by the workers themselves, have not been numerous in the United States. There were 39 such associations in 1925, 20 in 1929, 18 in 1933, and 24 in 1936. In June 1937 there were, according to information received by the Bureau of Labor Statistics, 27 associations.[1] A total membership of 3,333 was reported at the end of June 1937, 2,167 being employed in the business. There were, in addition, 282 nonmember employees. Approximately $540,000 was paid in wages in 1936 by the associations which reported on this point.

With share capital of $853,000 and net worth of almost $1,100,000, these societies did a business in 1936 amounting to nearly $3,000,000, or an average of about $160,000 per society. There were aggregate net earnings of nearly $70,000, or an average of $5,200 per association.

A division of net earnings among the members was made by only a few associations in 1936, some associations having been organized only a comparatively short time, some having sustained net losses, and others having placed their net earnings in the reserve. Over $20,000 was divided among the members of 3 associations, or an average of $6,800 per association.

Various types of industry are carried on by workers' productive associations. The industries represented in the Bureau's study were cigar making, the manufacture of clothing (including shoes), shingles and lumber, canning and processing of food and fish, fisheries, printing and publishing, coal mining, sheet-metal works, sign painting, laundries, and handicraft production.

Workers have undertaken productive enterprises from various motives. Unemployment in their own industry has been a frequent reason. In a number of cases they have become unemployed because of the failure or the transfer to another locality of the plant in which they were employed, and in others because of an unsuccessful strike in which they were engaged. In some instances workers have been assisted by their trade-union in starting a cooperative productive business.

Unemployed miners have formed societies to take over and work mines that had closed because they had proved unprofitable. Sign painters, when the firm by which they were employed went out of business, formed a cooperative to take up the business and carry it

[1] The data presented herein were obtained in the Bureau's general survey of cooperative associations. Articles on various types of consumers' cooperatives have appeared in earlier issues of the Monthly Labor Review.

on. Other unemployed workers have associated themselves for the production and marketing of various kinds of handicraft articles. Indians have been aided by the Government in forming associations for this purpose and for carrying on fisheries and fish canning and processing. A society for the manufacture of frozen fish and other products was formed by a group of fishermen and farmers as an outlet for their fish and farm products.

An association was organized by farmers to operate a lumber mill because it was impractical to move the logs from their small stands of timber to a commercial mill. A shoe factory, which had operated for 19 years, was started by a small group of shoe workers who originally combined to build homes for themselves and later discarded the idea in favor of a cooperative shoe factory.

The success of workers' productive associations depends upon several factors, but in many cases the nature of the business entered upon militates against a continuing success. A cigar-makers' society, although in existence for 18 years, had had a constantly decreasing business, which might be due to the increasing competition of machine-made cigarettes and cigars. Societies formed by unemployed miners to operate mines which had already proved unprofitable find many of the difficulties the former owners had. Though these societies are not, as a rule, able to make profits above wages, they have provided work for their members. In one case, however, the workers in 3 years paid off all their indebtedness and at the time of the study owned the coal rights on over 3,000 acres of land, estimated as being sufficient to keep their association going for another 80 years. Although no cash dividends had been paid, the value of the shares, it was reported, had increased from $50 to $157.50 each. The members averaged 3½ days' work per week under their own management, as compared with 1½ to 2 days' work under the previous ownership.

Lack of adequate capital is common among workers' productive enterprises and may mean the difference between success and failure in bad times. Other handicaps of associations of this type may be business inexperience and lack of knowledge of salesmanship and of market conditions. A few societies, however, have developed a high degree of business management. One society, which was started in 1919 by a few shoe workers, weathered the depression (although with deficits in some years), and had net earnings in 1935 and 1936; in the latter year it paid a 10-percent dividend. It did a business of approximately a million dollars in 1936, in an industry which is highly competitive and subject to the fluctuations of fashion.

General Characteristics of Cooperative Workshops

A comparison of the structure of the societies reporting in the present survey discloses that they vary in certain respects from the "ideal" workers' productive association. In the "ideal" workers' productive association the workers in the business contribute all the capital, and through their representatives manage and operate the business. These owner-workers are paid regular wages, and any profits of the business are divided among them according to one of several plans.

The membership of a workers' productive society tends to be more circumscribed than that of a consumers' cooperative society. In the latter, an increase in membership expands the business, and in general reduces the overhead, thus increasing the savings which accrue to the individual members. In the workers' productive association, on the contrary, additional worker-members increase the number to share in the profits but do not necessarily enlarge the amount of business transacted. The fact that the workers depend on the business for their livelihood tends to restriction of membership—as additional members are considered as reducing the profits of the others—and may even result in closing the membership rolls altogether.[2] If the business is successful, additional workers may be taken on as employees rather than as members, thus restricting the number who will share in the profits.

The nature of the business or work conducted by the association may also act as a limitation on the membership, especially if the work requires particular skill or if the business is highly specialized.

Few of the associations reporting in the Bureau's survey conformed to the "ideal" association in every particular. Some had been promoted by trade-unions and therefore had more of the characteristics of trade-union or joint-stock enterprises than of cooperative workshops, and only trade-unionists were accepted as members. One or two societies were more nearly profit-sharing organizations than cooperative societies, as the workers, although sharing in the profits, owned only part of the capital stock. One such society had used part of the profits of the business to buy the common stock of the association; at the time of the survey it held collectively 63 percent of the common stock.

In general the broad outlook and cooperative idealism which are features of the consumers' cooperative movement are not a common characteristic of workers' productive societies.

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[2] One association reporting in the present study stated that no new members were being accepted.

Geographical and Industrial Distribution

Of the 27 workers' productive associations in the United States in June 1937, according to information received by the Bureau of Labor Statistics, detailed reports of operations in 1936 were received from 22 societies. In 1933, the year of the last previous survey by the Bureau, there were 18 societies. Both the geographical distribution and the industrial distribution of the societies in 1937 differed from those in 1933. A number of societies had been organized since the previous survey, and some of the older societies were not represented in 1937. The newer societies were not in all cases in the same States and industries as the societies which had dropped out.

The number of workers' productive societies in the different States and industries in 1933 and June 1937, and the number reporting operations in 1936, are shown in table 1.

TABLE 1.—*Distribution of Workers' Productive Associations, by States and Type of Association*

State	Number in existence		Number reporting for 1936	Industry	Number in existence		Number reporting for 1936
	December 1933	June 1937			December 1933	June 1937	
All States	18	27	22	All industries	18	27	22
California	----	2	2	Box factories	1	----	----
Illinois	----	1	----	Cigar factories	3	1	1
Indiana	3	3	1	Clothing factories	1	3	2
Massachusetts	2	1	1	Coal mines	1	2	----
Michigan	----	1	1	Enameling plants	1	----	----
Minnesota	1	3	3	Fish canning and processing plants	1	3	3
Missouri	1	----	----	Fisheries	----	1	1
Montana	----	1	----	Food factories	1	1	1
Nevada	----	1	1	Handicraft production	----	6	5
New Jersey	1	1	1	Laundries	2	[1] 1	[1] 1
New York	----	3	3	Lumber mills	----	1	1
Ohio	1	1	1	Plywood factories	1	----	----
Oregon	1	2	2	Printing and publishing	----	3	3
Pennsylvania	1	1	----	Sheet-metal works	----	1	1
Tennessee	----	1	1	Shingle mills	4	1	1
Washington	6	1	1	Shoe factories	2	2	2
West Virginia	----	1	1	Sign painting establishments	----	1	----
Wisconsin	1	3	3				

[1] Also carries on a cannery business.

Year of Organization

While the majority of the workers' productive associations in existence in 1937 had been organized since 1931, one association began operations as early as 1897. Nine associations were organized in the two decades from 1910 to 1929. Of the newer associations, five started in 1932, one each in 1934 and 1935, seven in 1936, and two in 1937. The age of these associations therefore ranged from a few months to 40 years, the average age of those in existence at the end of 1936 being approximately 8 years.

Membership, Employment, and Wages

Membership in workers' productive associations is frequently limited in certain ways. The most common restriction is that only the employees or workers may be members. Five of the associations reporting on this point had this restriction, and three of these had an additional requirement. In one the workers were required to be members of their craft union, and in another they must be licensed workers and residents of the locality. In the third society the by-laws required that the membership must not be less than 16 unless authorized by a majority of all stock issued. In three societies the members must be Indians of a certain tribe, and in one society they must be farmers. The by-laws of one society limited the membership to producing farmers, fishermen, woodsmen, and employees of the society. Seven associations reported that they had no limitations on membership, but in one of these the members were nearly all producers. One small association had closed its membership and would accept no new members.

The membership of the individual societies and the number of member and nonmember employees at the end of June 1937, as well as the year of organization, are shown in table 2.

TABLE 2.—*Year of Organization, Members (Shareholders), and Employees of Workers' Productive Associations, June 1937*

Society	Year of organization	Members (shareholders)		Nonmember employees
		Number	Number working in business	
Total	------	3,333	2,167	282
Society No. 1	1924	3	3	4
Society No. 2	1936	8	6	1
Society No. 3	1937	98	98	-------
Society No. 4	1910	[1] 78	78	22
Society No. 5	1928	112	112	2
Society No. 6	1919	594	130	127
Society No. 7	1936	105	105	40
Society No. 8	1936	163	163	-------
Society No. 9	1932	241	241	-------
Society No. 10	1929	112	112	-------
Society No. 11	1936	500	500	-------
Society No. 12	1936	33	33	-------
Society No. 13	1936	119	72	0
Society No. 14	1934	8	8	0
Society No. 15	1932	[1] 16	16	0
Society No. 16	1932	7	7	1
Society No. 17	1920	74	10	-------
Society No. 18	1928	42	42	-------
Society No. 19	1897	219	76	-------
Society No. 20	1937	[1] 170	170	52
Society No. 21	1935	30	30	10
Society No. 22	1916	13	12	14
Society No. 23	1932	[1] 22	22	-------
Society No. 24	1918	50	23	0
Society No. 25	1932	116	38	9
Society No. 26	1936	400	60	-------

[1] Employee members; total membership not reported.

In 13 societies all the members were employed in the business and in another all but one were so employed. Eleven societies employed nonmembers as well as members, and in three of these there were approximately as many nonmember as member employees. Four

societies reported they had no nonmember employees, and the other 11 did not report on this point. The number of nonmember employees in the societies which reported having such employees ranged from 1 to 127 per society.

In the coal mines, the sheet-metal works, the fishery, the laundry, and the handicraft associations, all the members were employed in the business; in the shingle mill all but one were employed; and in the printing and publishing plants all but two were employed. The shoe factories had the largest number of nonmember employees.

Table 3 shows the number of members in the societies in the various industries, and also the number of member and nonmember employees.

TABLE 3.—*Members (Shareholders) and Employees of Workers' Productive Associations, by Kind of Business*

Kind of business	Number of societies	Members (shareholders)		Nonmember employees
		Number	Number employed in business	
Total	27	3,333	2,167	282
Cigar factories	1	74	10	
Clothing factories	[1] 3	[1] 405	280	61
Coal mines	2	210	210	2
Fish canning and processing plants	3	565	422	40
Fisheries	1	112	112	
Food factories	1	[2] 78	78	22
Handicraft production	[3] 6	[3] 764	764	10
Laundries	[4] 1	42	42	
Lumber mills	1	50	23	
Printing and publishing	3	23	21	2
Sheet-metal works	1	3	3	4
Shingle mills	1	13	12	14
Shoe factories	2	994	190	127
Sign painting	1			

[1] Including 1 association which reported 100 employee members; total number not stated.
[2] Employee members; total number not reported.
[3] Including 2 associations which reported total of 38 employee members; total number not stated.
[4] Also cannery.

Wages.—Over $500,000 was paid in wages in 1936 by the 12 societies which reported on this point. The average annual earnings per employee in the different industries in 1936 ranged from $340 to $1,406, the general average being $902. How much part-time work was included in the employment for which these wages were paid was not reported. The fact that a 10-hour week was reported in one instance and a 3½-day week in another suggests that the low average earnings may be due in some measure to part-time or seasonal employment, especially of nonmember workers.

Twelve societies reported that they paid union wages or more, and five that they did not pay the union scale. The other societies did not report on this point.

The total and average wages paid in 1936 by workers' productive societies in the different kinds of business are shown in table 4. The

highest total wages were paid by a food factory and a shoe factory, and the highest average wages by the food factory, a sheet-metal works, and a shingle mill.

TABLE 4.—*Total and Average Wages Paid by Workers' Productive Associations, 1936*

Kind of business	Number of employees	Wages paid, 1936	
		Total	Average per employee
Total	597	$538,237	$902
Cigar factories	10	3,398	340
Clothing factories	119	65,862	553
Fish canning and processing	44	19,631	446
Food factories	100	140,646	1,406
Handicraft production	32	25,091	784
Printing and publishing	2	515	258
Sheet-metal works	7	8,225	1,175
Shingle mills	26	27,962	1,075
Shoe factories	257	246,907	961

Hours of labor.—The majority of the reporting associations had a 5-day working week. In 5 societies this 5-day week consisted of 40 hours, and in 3 associations of 35, 36, and 45 hours, respectively. The 6-day week prevailed in 6 associations, the hours being 36, 42, 44, 44 or 48 according to the season, and 48, respectively.

Capitalization and Business

Share capital to the amount of $853,000 had been paid in by the members of 14 associations by the end of 1936. The value of the individual shares ranged from $5 to $1,000. Three associations had originally been self-help organizations, financed initially by Federal loans or grants. Another had a membership fee of $1. One coal-mine association had no cash share capital; its members each acquired a share of stock by 15 days' work.

The number of shares a member might hold was limited, in three associations, to 3, 20, and 50 shares, respectively. In one organization employee members were required to have 10 shares, and associate members from 1 to 9. Another association specified in its bylaws that no one member should be permitted to own more shares than another. The net profits of one association were used to purchase the common stock of the organization at a stipulated price per share; this was held collectively by the workers in a trust fund. The dividends on this stock were also used to buy more stock. In this way 63 percent of the stock had been acquired, according to the latest report. In another society the earnings of the members, who worked part time at other work, were not withdrawn but had been used to build up capital.

The net worth (capital stock, surplus, and reserves) of 16 associations in 1936 was over a million dollars.

The aggregate business done by 18 of these associations in 1936 amounted to almost $3,000,000, an average of about $160,000 per association. About 94 percent of the total business was at wholesale and 6 percent was at retail.

Table 5 shows the capitalization, net worth (paid-in capital, surplus, surplus reserves, and undivided earnings), and total and average business of the societies, classified according to kind of business.

TABLE 5.—*Capitalization and Business of Workers' Productive Associations in 1936*

Kind of business	Number of societies reporting	Paid-in share capital	Net worth	Amount of business	Average business per society
Total	22	[1] $853,293	[2] $1,078,341	[3] $2,876,040	$159,780
Cigar factories	1	4,313	(4)	6,973	6,973
Clothing factories	2	75,769	27,493	229,521	114,761
Fish canning and processing plants	3	[5] 165,906	359,450	673,320	224,440
Fisheries	1			42,704	42,704
Food factories	1	402,449	301,165	869,024	869,024
Handicraft production	5	[6] 5,998	[6] 7,799	42,767	8,553
Laundries	1	(4)	2,457	(4)	
Lumber mills	1	2,060	2,900	(4)	
Printing and publishing	3	4,295	[6] 4,219	15,468	5,156
Sheet-metal works	1	3,000	5,539	27,244	27,244
Shingle mills	1	34,258	[7] 17,833	(4)	
Shoe factories	2	155,245	385,152	[5] 969,019	969,019

[1] 14 societies.
[2] 16 societies.
[3] 18 societies.
[4] Not reported.
[5] 1 society.
[6] 2 societies.
[7] Deficit.

The aggregate business done by these associations increased each year from 1934 to 1936. The trend varied, however, in the different types of business. In the clothing, fish canning and processing, food, sheet-metal, and handicraft-production groups business increased each year, but the cigar-factory business decreased slightly. In 1935 the business of the fishery, printing and publishing, and shoe-factory associations was not so good as in 1934, but improved in 1936.

Aggregate net losses were shown by the reporting associations in 1934, but in 1935 and 1936 aggregate net earnings were reported, there being, however, a slight decline in the latter year. Two fish canning and processing plants had the greatest aggregate yearly increase in earnings from 1934 to 1936—from $832 to $3,866 to $11,796. The other fish canning and processing plant reported a net loss of slightly over $18,000; it also reported that it was holding for a favorable market processed fish valued at nearly $37,000. One of the clothing factories had net losses each year of the period, but these decreased from over $8,000 in 1934 to less than $100 in 1936. A fishery association had net losses in 1935 and 1936, and a shingle mill had losses in 1934 and 1936.

The amount of business done by the associations each year, 1934 to 1936, and the net earnings or losses each year are presented in table 6.

TABLE 6.—*Trend of Business and Net Earnings of Workers' Productive Associations, 1934 to 1936*

Kind of business	Number of societies reporting	Business done			Net earnings		
		1934	1935	1936	1934	1935	1936
Total	19	[1] $2,475,561	[2] $2,606,986	[3] $2,876,040	[4] $35,254	[5] $68,933	[3] $67,796
Cigar factories	1	8,353	7,055	6,973			
Clothing factories	2	[6] 107,945	[6] 112,962	229,521	[7] 8,131	[7] 2,091	[7] 87
Fish canning and processing plants	3	[8] 455,201	[8] 669,298	673,320	[8] 832	[8] 3,866	[9] 11,796
Fisheries	1	60,687	42,217	42,704	4,267	[10] 199	[10] 1,092
Food factories	1	656,601	832,782	869,024	8,572	14,022	3,023
Handicraft production	5	[8] 13,500	[11] 26,546	42,767		[8] 422	1,693
Printing and publishing	3	[8] 2,742	[8] 2,699	15,468	(12)	(12)	
Sheet-metal works	1	7,934	11,251	27,244	2,499	4,661	9,265
Shingle mills	1	(13)	(13)	(13)	[10] 1,839	9,197	[10] 9,279
Shoe factories	1	1,162,598	902,176	969,019	[10] 41,454	39,055	52,477

[1] 12 societies.
[2] 13 societies.
[3] 18 societies.
[4] Net loss, 10 societies.
[5] 12 societies.
[6] 1 society.
[7] Net loss, 1 society.
[8] 2 societies.
[9] 2 societies; 1 other society had net loss of $18,314, but had processed fish valued at $36,815 held for favorable market.
[10] Net loss.
[11] 3 societies.
[12] 2 societies reported no earnings.
[13] Not reported.

In addition to the wages earned by the member or shareholder employees in a workers' productive association, they are entitled to a share of the net earnings of the business. It was the practice in most of the reporting associations to distribute earnings on the basis of the number of shares held. In one case stock was given the worker instead of cash, and in another the earnings were used to buy the common stock of the association for the workers collectively. One association treated the net earnings as working reserve. Three of the associations in the fisheries and fish canning and processing business divided the net earnings among the fishermen according to the fish delivered by each, and one divided the net profits equally between the shareholders and the fishermen, the latter receiving their share on the basis of the fish delivered by each. A shoe-factory association divided any surplus remaining, after paying 3½ percent on preferred stock and on purchases by common-stock holders, between the workers (according to wages) and the retailers (according to sales). A handicraft association distributed the net earnings to the workers on the basis of wages.

In 1936, however, only four associations divided any profits among their members. One association paid 10 percent on shares, amounting to $9,170; another paid $40 in stock to the workers and 6 percent on preferred stock; and a third paid dividends of 3½ percent on preferred stock and on purchases by common-stock holders, amounting to $148. A fish-processing association distributed $11,078 equally between stockholders and fishermen.

Developments Since 1925

Comparative data for 1925, 1929, 1933, and 1936 are presented in table 7.

TABLE 7.—*Development of Workers' Productive Societies, 1925 to 1936*

Item	1925	1929	1933	1936
Total number of societies	39	20	18	24
Number of societies reporting	21	11	8	22
Members (shareholders):				
Number	2,438	1,405	1,181	3,065
Number employed	465	421	447	1,899
Nonmember employees	807	236	650	230
Share capital:				
Amount	$1,025,509	$808,230	$1,234,704	[1] $853,293
Average per society	51,275	73,475	154,338	60,950
Business:				
Amount	4,573,329	3,847,666	3,629,470	[2] 2,876,040
Average per society	238,596	349,788	483,684	159,780
Net earnings:				
Amount	229,458	153,370	[3] 86,938	[4] 67,796
Average per society	16,390	30,674	[3] 17,388	5,215
Bonuses to members:				
Amount	109,470	48,635	----	[5] 20,396
Average per society	27,368	9,727	----	6,799

[1] 14 societies.
[2] 18 societies.
[3] Net loss.
[4] 13 societies.
[5] 3 societies.

Industrial Relations

COLLECTIVE AGREEMENTS OF THE UNITED SHOE WORKERS [1]

THE United Shoe Workers of America was formed on March 16, 1937, as a result of the merger of two existing independent shoe workers' unions—The United Shoe and Leather Workers' Union and The Shoe Workers' Protective Association. The new union immediately joined the Committee for Industrial Organization and began an organization drive which brought its membership from 16,000 to the present total of more than 50,000.

Union organization in the shoe industry is particularly difficult because of the ease with which shoe plants can move from one locality to another. Although a considerable number of the large mass-production factories have remained on their same site through many years, a large portion of shoe manufacturing is done in small plants, many of them operated by independent employers with little investment at stake. Since most of the shoe machinery is on a rental basis, these small employers are able to set up a plant in one locality for a season or two and then move to another locality. Likewise, large concerns can establish branch factories with very little additional capital outlay. The opening of new or branch factories has been aided in many cases by the offering of tax exemption, free plant facilities, and even bonuses by local communities. Thus a union may be successful in organizing a shoe center, only to find that a considerable part of the industry has moved to some other point.

The United Shoe Workers now has signed agreements with three branches of the shoe industry—component parts manufacture (lasts, leather, findings), shoe manufacture, and repair shops. Among these, many are standard agreements signed by groups of employers in certain localities. The following is an analysis of the 20 agreements which the union has with shoe manufacturers. They cover 149 firms, employing approximately 22,000 workers.

Duration and Renewal of Agreements

Approximately half of the agreements studied continue for 1 year, with definite termination dates and provisions for negotiation of a new

[1] Prepared in the Bureau's Industrial Relations Division.

contract for the following year. The remaining agreements continue from year to year, being automatically renewed unless notice is given by either party prior to the annual expiration date. Three agreements require a 30-day notice of such intention to change, two require 60 days, one requires 90 days, and two others require only "written notice." The provisons of two agreements may be modified any time the change is mutually agreed upon, the new provisions becoming effective on approval by both parties.

It is agreed in six cases that the agreement shall be terminated only by a bona fide liquidation of the firm, not by a mere change of name or location of the plant.

Union Status and Conditions of Employment

In all of the agreements analyzed, the union is recognized as the sole bargaining agent of the employees of the factory engaged in the actual production of shoes. Clerical and supervisory help are usually excluded from coverage by the agreements, while several present detailed lists excluding watchmen, mechanics engaged in construction and repair work on machines, salesmen, shipping clerks, and porters. Two-thirds of the agreements contain pledges against discrimination by the employer against any employee for union activity. In addition, all the agreements except two provide for the closed union shop. The check-off method of collecting dues is in effect in 20 of the companies.

In the closed-shop agreements the employer agrees to secure additions to his staff through the union. The union is given 48 hours, in most cases, to furnish competent help; otherwise the employer may go into the open market to hire new employees. Such employees, however, must agree to join the union within a specified period—from 1 to 3 weeks—or as soon as becoming "permanent." In one agreement the union agrees to accept or reject an application for membership within 2 weeks; also, that a member may be suspended for nonpayment of dues but not expelled from the union until 30 days after suspension. Several agreements require the union to admit present employees of the firm to membership without prejudice. One agreement reads: "Present employees shall not be required to become members of the union until such time as the union can show that 90 percent of such present employees are members of the union in good standing." Subject to these exceptions, most agreements require the employer to discharge within 48 hours workers not in good standing with the union.

In every case the union is given the right to appoint shop stewards among the employees in each department, or, as in four agreements, to appoint a shop committee of employees for the purpose of collecting dues, inspecting membership cards, and insuring equal dis-

tribution of work. Only one agreement specifies that such activity shall be carried on outside of working hours, but one other requires it "whenever possible."

Most of the agreements expressly grant access to the plant or factory for any duly authorized officer of the union for the purpose of adjusting complaints and other necessary matters. One agreement representing 24 signatory firms also allows access to the plant for a union official after working hours to check on overtime.

A large majority of the agreements provide that the union may refuse to work on material coming from an employer against whom a strike has been called, or who lets out home work, or (less frequently) from a factory not in contractual relationship with the United Shoe Workers. A large number prohibit home work or the sending out of work by the employer with whom the contract is made, except where lack of factory facilities make it necessary, and then only with the permission of the union.

Wage Rates

Shoe workers almost universally are on a piece-work basis. Schedules of wages, either piece or time rates, are not found as an integral or supplemental part of these agreements. In its initial organizing campaign in 1937 the United Shoe Workers secured blanket 15-percent wage increases in the majority of the 149 firms covered by these agreements. Most of the present 1938 agreements provide that existing wage scales are to be continued during the life of the agreement. Exceptions are noted in a few agreements where, reflecting business conditions, agreements call for a restoration of an existing wage reduction, agree to a reduction of existing rates or, as in one agreement, stipulate that a 5-percent increase in both time and piece rates shall be made.

Minimum pay is specified in only a few agreements. In one with plants which manufacture low-priced shoes the rate is fixed at $12 for 40 hours of work, or not less than 30 cents an hour. In another agreement the minimum hourly rate for inexperienced workmen is 32½ cents per hour for the first 6 weeks, and after that 37½ cents per hour, while in another, 30 cents is the rate for the first 6 weeks and 35 cents thereafter.

Three agreements provide for an equal division of piece work among employees of a department, "so that easier and more profitable work is fairly divided." In two agreements the union agrees to cooperate in order to facilitate this division of work.

Methods of determining piece rates are outlined in most of the agreements. Over half provide that timing for the setting of piece rates shall be on work done in the factory by the employees. The worker chosen for timing shall be satisfactory to both sides, or the

employer may time his choice and the union its choice and the piece price determined by the average of the two. Any disagreement on piece rates shall be referred to arbitration, which shall be binding on both sides. In two agreements piece rates which are insufficient to enable a worker of average efficiency to earn at least 30 cents an hour shall be increased to that amount. Thirty firms in New York City stipulate in their agreement that rates are fixed and standardized by agreement with the National Association of Slipper Manufacturers. In another the employer agrees that time-and-a-half the fixed rate shall be paid on samples and on 1-, 2-, and 3-pair lots.

Provision is sometimes made for temporary transfer of an operator from one job to another which is paid at a different rate. If the new rate is higher than the operator's former rate, he shall be paid the new rate. If, however, the new rate is lower, two agreements provide that he shall be paid the lower rate, while in one agreement the operator receives a rate not less than the average on his regular job.

Regular weekly pay days are specified in most of the agreements. Five agreements stipulate that the union may reopen the wage question for further negotiations if there is a "substantial" increase in the Department of Labor's cost-of-living index, or if the manufacturer increases the selling price of his product "sufficient to justify increasing the wage rate."

Hours of Work

Most workers under these agreements work a 40-hour, 5-day week, with a daily maximum of 8 hours, but tolerances which allow seasonal operation on a 5-day, 45-hour week, basis for 8 weeks in any 6-month period are provided in nearly all the agreements. Only one agreement calls for a regular 9-hour day, 5 days a week. Over one-half prohibit Saturday and Sunday work under any circumstances.

Overtime, Holiday, and Other Pay Provisions

Wide variation is found in the overtime provisions of United Shoe Workers' agreements. A majority of the firms have signed agreements which prohibit overtime except in an emergency, and then not in excess of 1 additional hour per day for 5 days a week. In 6 agreements the union must agree to the existence of the emergency, and grant permission for overtime. Time and one-half is the overtime rate fixed in 10 agreements, while 2 fix the rate at time and one-third. Two agreements prohibit the granting of time off in order to offset overtime worked.

Holidays granted in all the agreements on file are Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. In addition all agreements except one grant New Year's Day, six agreements include Washington's Birthday among the holidays, two

include Patriots' Day, three grant one-half day off on Election Day, three give Columbus Day, and four Armistice Day as added holidays. Four agreements covering 91 firms stipulate that there shall be no discrimination against anyone taking May 1 off. One agreement states that time lost on account of holidays shall not be made up. To those who wish to take part in town meetings, one agreement grants time off for this purpose on Town Meeting Day. One agreement leaves to a vote of the employees the question of working or not working on specified holidays. In one agreement, one-half day is allowed to attend the funeral of an employee, the company reserving the right to make up such lost time, when and if the nature of the business may require, on the same regular daily wage basis.

Vacations with pay are not granted in these agreements, with one exception. One firm's agreement provides for vacations with pay based on length of service as follows: For 1 year's service, 2 days' vacation; for 2 years' service, 3 days; for 3 years' service, 4 days; and for 4 years' service, 5 days. In one agreement, however, the firm agrees to pay each employee having 1 year's service a bonus of $12.50, 10 days before Christmas, in lieu of a vacation.

In one agreement the company agrees, whenever possible, to avoid having employees report for work unless there is at least 3 hours' work. Two other agreements provide that if an employee is without work during his regular working hours, and he has given notice of such fact to his foreman, he shall receive the regular day rate for all time he is compelled to wait.

A detailed profit-sharing system is provided for in one agreement. An amount equal to the total of all the employees' average weekly wages plus 25 percent of the company's earnings, after a 6-percent dividend has been paid on the book value of the capital stock, is distributed to all employees who have been on the rolls of the company during the whole of the previous fiscal year.[2]

It is the traditional practice in the shoe industry to charge employees for damaged shoes. In some cases a worker is charged for a damage on a preceding operation if he does not show the damage to his foreman before he begins his work. In a third of the agreements such damages shall not be charged to the employee without union investigation and approval.

Discharge and Lay-Off

Workers engaged for a period exceeding 2 weeks become permanent members of the working force, according to most of the agreements. In four agreements the length of the temporary period is 6 months.

The majority of the agreements provide that, during slack seasons, the work is to be divided among the permanent employees in each

[2] See Monthly Labor Review, September 1938 (p. 588), for a more detailed description of this plan.

department. In five agreements such division is to be based on earnings, with no discrimination either as to quality or quantity. No lay-offs without the consent of the union will be made by 22 firms signing one agreement, and in another the employer agrees to give the shop committee notice of intended lay-offs.

Only five agreements specify that lay-offs are to be made according to seniority. In these, the employer agrees that in all cases of promotion and increase or decrease of forces the employees' length of continuous service, ability, and physical fitness are to be considered, and where the second two are relatively equal, the length of continuous service shall govern. Three of these agreements provide that seniority lists shall be available for inspection by the union, that seniority rights are not lost in a department because of temporary transfer to another department, and that seniority is lost only by an employee quitting, being discharged for cause, or failing to return to work after a lay-off within 5 days of notice to return.

No employee shall be discharged except for good reason, and any discharge may be taken up through the regular grievance procedure, including arbitration, according to a large number of agreements. Specific causes for discharge, such as drunkenness, repeated tardiness, or poor workmanship, are outlined in three agreements. Many provide that if it should be established, through either grievance procedure or arbitration, that an employee has been unjustly discharged, he shall be restored to his position and compensated for all time lost.

Settlement of Grievances and Disputes

Chief reliance in the settlement of disputes is placed upon the shop steward and the shop committee. Matters subject to grievance adjustment, listed in many agreements, include change in methods of production, work loads, changes from one operation to another, fixing of new piece rates, or a substantial change in the lines of the employer, in addition to disputes arising from interpretation of the agreement. Representatives of the union take complaints first to the foreman and then to higher officials of the company. An outside representative of the union is called into the negotiations if necessary. If an agreement is not reached, the employer and the union agree to submit the case to arbitration.

Many agreements contain individual variations and elaborations of the grievance procedure. In two, regular meetings between the grievance committee and the general manager of the plant are provided. Members of the grievance committee have the right to visit departments other than their own on regular business of the grievance committee, in two agreements. Members of the committee must take time off without pay for grievance work in one agreement, unless called in by the firm.

Some form of arbitration is provided in every United Shoe Worker's agreement. Typically, these establish a committee of one or two representatives of each party to the agreement, this committee to choose an impartial chairman. In the event of inability to agree on a chairman, some agreements specify how he is to be chosen. Five enlist State labor boards or State boards of arbitration, while three agreements signed by 76 firms call upon the American Arbitration Association to select the impartial chairman. In two instances the impartial chairman is named. In two agreements, signed by 18 firms, the parties agree that the arbitration award may be enforced by court action in law or equity.

Almost all agreements provide that the decision of the arbitrators shall be binding on both parties. A time limit is placed on the arbitrators in several agreements. In one the arbitration must be concluded and findings made within 1 week after termination of the hearing and within 2 weeks after the commencement of the hearing. One agreement specifies that the decision is retroactive to the inception of the complaint. Forty-six firms have agreed that the subject of the 40-hour week or the closed shop may not be taken to arbitration, nor may the "no strike" clause be arbitrated in another agreement.

During the procedure outlined above for the settlement of grievances, the union agrees that there will be no strike or stoppage and the employer agrees that there will be no lock-out. A few agreements further specify that there will be no strike or lock-out during the term of the agreement. In many agreements the union undertakes to enforce the "no strike" provision, presumably by disciplining members for violations and by ordering the employees back to work. In one agreement the union is excused from the "no cessation of work" clause if the cost of living, based on the Department of Labor index, rises more than 5 points before the termination of the agreement. This means that the union regains its strike weapon in bargaining for higher wages if living costs go up rapidly.

Miscellaneous Provisions

Among the miscellaneous provisions of the United Shoe Workers' agreements may be found the following:

Two New York agreements, signed by 18 firms, specify that no person under the age of 16 years shall be employed.

The employer agrees not to move his plant during the life of the agreement. This provision is found in 5 agreements covering 53 firms.

Five agreements contain provisions relating to safety and welfare. The employer agrees to provide safe places to work, to abide by State factory laws and other State and Federal laws, and to maintain

sanitary conditions in his factory. In one agreement the employees also agree not to violate any municipal ordinance, or State or Federal laws while on the employer's premises.

With 18 firms the union has agreed not to give more favorable terms to any other employer with whom the union has contractual relations.

FRENCH HIGH COURT OF ARBITRATION FOR INDUSTRIAL DISPUTES [1]

THE entrance of collective industrial relations into the domain of law is probably one of the most important and far-reaching developments of French social evolution in recent months. Industrial associations, suppressed in the name of individualism by the French Revolution, had gradually, throughout the nineteenth century, won the right to existence and gained a growing influence in the social as well as the economic field. Trade-unions and cartels became an important force in the nation without the growth of any jurisprudence to control the relations of these organizations with one another. Up to the end of the World War, the only law in collective relations of labor and capital was that of might.

From 1919 onward, certain legislation on collective labor agreements, and a few attempts by the Government to enlist organizations of labor and capital in the interest of social stability, marked the beginning of juridical relations between industrial groups. After the strike manifestations of June 1936, legislators wished to control these relations by law and to discipline the new relations between the organizations which economic evolution had developed, the regular functioning of which was indispensable to the life of the nation.

Such was a predominant object of the social laws of recent months, which constitute the beginning of an entirely new jurisprudence whose outlines are only now beginning to emerge from the first experiments. In addition to laws such as those which institute paid vacations and the 40-hour week, there are also found in the recent legislation laws which can be called statutory, because they establish a statute for collective industrial relations.[2] These are the laws on collective agreements and on arbitration.

The first juridical relations between industrial groups are contractual, and the law of June 24, 1936, on collective agreements proposed, on the one hand, to facilitate the conclusion of such agreements, and on the other, to encourage the development, through contracts, of an industrial statute which should be both obligatory and adapted to the needs of every branch of economic activity.

[1] Report by Benjamin M. Hulley, American consul, Paris, dated August 29, 1938.

[2] See Monthly Labor Review, July 1936 (p. 76) and June 1938 (p. 1352).

The object of the law of December 31, 1936, was to replace violence, strikes, and lock-outs by the equitable decision of an impartial and informed arbiter. On the whole, the institution it created rendered service. The arbiters, chosen from high State officials, did in general introduce more stability and equity into collective relations between employers and employees. Nevertheless, certain decisions gave rise to serious criticisms. Differences of view, moreover, were apparent among the arbitral decisions rendered by different individuals, all of whom were of equal authority.

Compulsory arbitration, perfected gradually by experience, proved to be a useful instrument by which to meet a crisis and to find a settlement for conflicts which, from their frequency and violence, were a danger to the nation. Collective industrial relations were no longer sufficient to elaborate this new social jurisprudence, which was being created as circumstances required and accordingly developed from empirical solutions. It was felt that the authority of a sole and sovereign jurisdiction, charged with developing a coherent jurisprudence, was needed to found peaceful and prosperous relations on solid juridical principles, instead of the system of establishing equilibrium from day to day between social forces. For some time it was asked whether one of the two highest courts, the Supreme Administrative Court (*Conseil d'État*) or the Highest Court of Appeal (*Cour de Cassation*) might be used to fill this role. Although the law of December 31, 1936, provided that arbitral awards were without appeal, it nevertheless did not exclude recourse to appeals, and several such appeals were made both to the High Court of Appeals and to the Supreme Court. The court of appeals declared that it had no jurisdiction; before the Supreme Court made a pronouncement, the law of March 4, 1938, attempted to solve the problem by creating a special jurisdiction, the High Court of Arbitration.

This new jurisdiction is sovereign, on a par with the Supreme Court and the High Court of Appeals. In the authority given the arbitration court, the legislator has tried to emphasize the importance of the double duty imposed on it, namely, to create a jurisdiction offering to the interested parties every guaranty of an independent and competent tribunal, which will establish a real jurisprudence of collective industrial relations, and to entrust this jurisdiction with complete sovereignty, in order that the new social jurisprudence, which it will develop may have all the autonomy necessary to satisfy efficiently the demands upon it. The mission of the High Court of Arbitration is, in short, to create a genuine social jurisprudence.

Organization and functions of the court.—The High Court of Arbitration, created by the law of March 4, 1938, was organized by the decree of April 3, 1938. It is presided over by the vice president of the Conseil d'État; it includes also two justices from the Conseil

d'État, two high officials from the judiciary, two high officials on active service or retired, and, for certain exceptional cases, two representatives of owners and labor, chosen from the members of the National Economic Council.

Parties in interest find in the court a rapid and economical procedure, since appeals, simply filed with the secretary of the court or the clerk of the civil court, are exempted from stamp and registration fees. The statement of a case may be prepared by a member of the court, a "maitre des requêtes," or an "auditeur" in the Supreme Court. Both parties are heard, and the statements of each are communicated to the other for study before the hearing.

Access to this new court may be had by all labor unions, syndicates of employers, or individual employers who are affected by an arbitral award. Although all arbitral awards made under authority of the law of March 4, 1938, may be appealed to the High Court within 3 days after notification of judgment, they may not be appealed except for reasons of law—namely, incompetence, excess of power, or violation of laws. The High Court of Arbitration is a court of appeals. It judges awards and principles, but it does not take the place of an arbiter to settle disputes. When it reverses an award, it appoints a new arbiter to prepare a new award. The arbiter is sovereign in determining the facts and weighing the equities and circumstances. The court cannot be appealed to for the whole issue, except on appeal brought by the Ministry of Labor on the advice of the National Economic Council, when an award appears contrary to equity and dangerous to social peace. The Ministry of Labor also has and uses the right to make an appeal concurrently with the parties in the interest of law.

The first decisions of the court.—The High Court of Arbitration held its first sitting at the Palais-Royal on May 9, 1938. Since then it has sat regularly twice a week and has rendered several hundred judgments.

The problems coming to the court for decision include the field of application of the new conciliation and arbitration procedure, definition of a collective dispute, the powers of arbiters, and the powers and scope of the court itself. Its first decisions are of particular importance as they outline the principles which will form the foundation of future decisions. In defining these principles the court has endeavored to judge equitably and practically, giving consideration to human needs as well as to economic circumstances. It has recognized the importance of elasticity in social matters, and has acted to preserve this quality on several occasions.

No attempt will be made here to analyze the details of its decisions, except the one discussed below. The first group of 111 decisions was transmitted with a report dated August 8, 1938, entitled "Decisions of the High Court of Arbitration."

Interpretation of the sliding wage scale.—The section of the arbitration law of March 4, 1938, which occasioned the most bitter controversy in Parliament was article 10, which provides a sliding wage scale. Under its terms, in case of a 5-percent variation in the official cost-of-living index, the arbiter will alter the wage scale proportionately, unless proof is submitted that such adjustment is incompatible with the economic situation of the local, regional, or national branch of economic activity concerned.

In decision No. 284 (bis) of August 1, 1938, the High Court of Arbitration adopted the following reasoning relative to the interpretation of this article:

> Considering on one hand that it appears from the parliamentary discussions prior to the passage of the law of March 4, 1938, that by the provisions of article 10, paragraph 3, the legislative body intended to make obligatory only the adjustment of wages or parts of wages corresponding to the vital minimum, that is, to the minimum necessary to assure a living to the wage earner; that it is the function of the arbiter to determine finally the amount of this vital minimum, which may moreover correspond to the basic wage, on condition that there be a reasoned and separate consideration of each professional category involved; considering on the other hand that, from the wording of paragraphs 3 and 4 of article 10 of the law of March 4, 1938, it follows that the increase of the vital minimum thus defined, in the proportion corresponding to variation of the cost-of-living index, constitutes the maximum wage increase which the arbiter may grant in applying article 10; that this increase may be diminished or even may not be granted when proof is submitted that it is incompatible with the economic situation of the interested branch of activity.

For these reasons the court annulled an arbitral award which granted a uniform wage increase without having taken into consideration the vital minimum wage necessary to each category of employees.

Social Security

AUSTRALIAN NATIONAL HEALTH AND PENSIONS INSURANCE ACT, 1938 [1]

A LAW enacted in Australia, July 5, 1938, provides for a coordinated system of health insurance and old-age pensions for the Commonwealth. The insurance system will come into active operation in January 1939. It is estimated that approximately 1,850,000 persons will be enrolled in the system, and that not less than 3,600,000 men, women, and children, or more than half the population, will be affected by its benefits. In addition to the coverage provided by the act, the Commonwealth Government has announced that it is intended to provide some financial assistance toward the cost of medical treatment of the wives and families of insured persons, and that a supplementary scheme of insurance for self-employed persons (small farmers, shopkeepers, etc.), who are not covered by the law, will be submitted to Parliament.

The law provides for compulsory insurance of all persons between the age of 14 and the ages when they will be eligible to receive the old-age pension (60 for women and 65 for men) who work for an employer, and whose earnings do not exceed £7 per week. This wage limit does not apply to manual workers, whose wage rates may be higher than this amount, but who as a rule do not earn higher rates continuously throughout the year. Exemptions under the act are very limited, and affect principally employees of the various governments—State and Commonwealth—who are guaranteed equivalent benefits. Casual workers may not be excluded as long as there is any degree of regularity in their employment.

Voluntary insurance is provided for persons who receive salary increases which take them out of the range of compulsory insurance, and women who marry and cease to be employed may become special voluntary contributors for old-age pensions if they have been in insurable employment for at least 4 years, and have paid 156 weekly contributions.

Contributions are divided equally between employees and employers, with supplementary payments to be made to the fund from the Commonwealth treasury. The payments by the Government will be

[1] From report by Thomas R. Wilson, American consul general at Sydney, dated July 21, 1938; Australia, National Insurance Commission, National Insurance: A Summary of the Principles of the Australian National Health and Pensions Insurance Act, 1938, Canberra, 1938.

£100,000 per year for the administration of health insurance, 10s. per insured person per year to be applied to health benefits for persons over 16 years of age, and a fixed sum to be applied toward the cost of pensions. The combined weekly contribution by employers and employees is 3s. for employed males, of which 1s. 3d. is allotted to the health-insurance fund. The corresponding rate for females is 2s. of which 1s. 2d. is paid for health insurance. For juvenile contributors (between the ages of 14 and 16), the rate is 8d., all of which is paid for health insurance. The law provides that the contributions are to increase by 3d. per week in 5 years' time, for both employers and employees, and by another 3d., for males only, in another 5 years. The rate of contribution for health insurance by voluntary contributors is 1s. 3d. for males, if medical benefit is included, and 11d. without medical benefit; for females the corresponding rates are 1s. 2d. and 10d. Voluntary contributors pay the entire contribution. The contributions under the compulsory system are payable by the employer, who deducts the employee's share from his wages. A system of cards and stamps will be used.

The health benefits consist of sickness and medical benefit and disablement benefit. The sickness or cash benefit will be payable after 26 weeks of contribution, and will be granted from the fifth day of sickness, for a period of 26 weeks. Cash benefits will amount to 20s. per week for adult males and 15s. for adult females. Married minors will receive the same benefits as adults, other minors 15s. (males) and 12s. 6d. (females)— or if not fully qualified workers, 12s. and 10s., respectively—while the payment for young workers up to age 16 is 5s. per week. If an insured person becomes ill again after going back to work and within 12 months of recovery from the first illness, the cash benefit will be paid from the first day of incapacity, whether or not his sickness is due to the same cause as before. Disablement benefit will be payable after the payment of 104 weekly contributions. It will amount to 15s. per week for men and 12s. 6d. for women, and may continue to pension age.

There is no waiting period for medical benefit, which will include treatment by qualified insurance doctors and the provision of medicines. Insured persons will have complete freedom of choice among insurance doctors, and doctors will have the right to reject patients—provided, however, that insurance doctors, by arrangement among themselves, undertake to provide necessary treatment for any insured person. All qualified medical practitioners and all registered pharmaceutical chemists will be free to participate in the system.

In order to assist insured persons to retain their insurance rights in the event of sickness or unemployment, the law provides for "free insurance periods." An insured person will not be charged with arrears in contributions for weeks in which cash benefits are received,

and an insured woman will not be charged with arrears for 2 weeks before and 4 weeks after confinement. Also, to prevent an unemployed person from losing his qualifications for benefit because of arrears in contributions, the free insurance period will maintain his right to benefit for at least 18 months from the time that his card is called in by his approved society. He will be entitled to medical benefit during this period, and if he is sick or employed at the end of the period it may be extended to the last day of June or December, whichever date next follows the day on which he ceased to be incapable of work or ceased to be employed. A new free insurance period may be built up if sufficient employment is had during the first free insurance period.

The insurance system is to be carried on through "approved societies." Membership in such a society is required of insured persons, who have the right to select the group to which they will belong. The principal societies will be the already existing friendly societies and those set up by the trade-unions, and it is expected that others will be formed, either for particular districts or occupations, or because of some community of interest not necessarily occupational or geographical. Such a society, in order to receive approval, must not be carried on for profit, and it must have at least 2,000 members. The general supervision of the system will be carried out by the National Insurance Commission and there will be a special board of trustees which will have the responsibility of investing the funds and holding the securities. A medical-benefit council will be set up, representing doctors, pharmacists, and contributors, which will have general charge of these benefits, and each State will have a medical-benefit committee, on which doctors and pharmacists will be represented, which will deal with complaints and other matters of local importance.

SICKNESS BENEFITS OF MUTUAL-AID SOCIETIES IN ARGENTINA

THE movement to provide sickness benefits by means of mutual-aid societies has developed into a social force of considerable magnitude in Argentina. Such societies known to exist in the Republic recently numbered 884, and the reported membership of 319 of the societies was 359,950. Detailed statistical data returned by 127 societies covering their last full year of operation showed an average membership of 1,154, of whom an average of 540 persons (46.8 percent) had received sickness benefits during that year. The average annual cost of such benefits was 14.77 pesos per member or 31.55 pesos per member receiving such benefits. These and other facts are shown in the report of an investigation of mutual-aid societies by the Social Research Section (*Museo Social*) of the Social Institute of the National University of the

Littoral (*Instituto Social de la Universidad del Litoral*).[1] In the investigation information was received of 884 mutual-aid societies throughout the country, of which 777 (88 percent) were in the Provinces of Buenos Aires, Santa Fe, Cordoba, and Entre Rios, and the Federal District; but in each Province except Catamarca, and in 5 of the 10 Territories, at least one society was reported.

Only 325 societies reported in sufficient detail for analysis of their operations; of these, 296 (91 percent) were located in the above-named centers. The oldest societies reported were two of Spanish nationality organized in 1857; the year of greatest organizing activity was 1907, in which 11 societies were formed. In 221 societies (68 percent) the basis of membership qualification was nationality; in the larger societies, such as the Spanish ones, the units were regional rather than national in scope. As membership in the 104 Argentine societies was not based on nationality, these societies were of a more cosmopolitan character. Societies of Italian nationality numbered 106 (almost 33 percent of those reporting), and Spanish societies 78 (24 percent). Among the remaining 37 societies, the French, Swiss, Jewish, Yugoslav, and Syro-Libanese nationalities were represented by from 4 to 12 societies each, while the Danish, German, Portuguese, Hungarian, Belgian, and Rumanian nationalities had one each.

For 319 societies, a total membership of 359,950 was reported by nationality. While among these there was a greater number of Italian societies (104) than of either Argentine or Spanish societies (100 and 78, respectively), the total membership in the Argentine and in the Spanish societies (159,530 and 141,217, respectively) considerably exceeded that in the Italian societies (47,695).

A distribution of membership by size of societies, as shown in the accompanying table, reveals the fact that although 42.63 percent of the societies had less than 200 members each, or an aggregate of only 4.10 percent of the total membership, 60.85 percent of the members belonged to 3.76 percent of the societies—those having more than 5,000 members each.

Percentage Distribution of Argentine Mutual-Aid Societies and Members, by Size of Societies

Size of societies	Number of societies reporting	Number of members	Percent of total	
			Societies	Members
All societies	319	359,950	100.00	100.00
Less than 200 members	136	14,758	42.63	4.10
201 to 500 members	93	30,757	29.15	8.54
501 to 1,000 members	48	32,402	15.04	9.00
1,001 to 5,000 members	30	63,001	9.42	17.51
5,001 members and over	12	219,032	3.76	60.85

[1] Contribución al estudio del movimiento mutualista en la República Argentina, by Carlos A. Niklison. Santa Fe, Argentina, Instituto Social de la Universidad Nacional del Litoral, 1938.

Requirements for membership included good health, certified by the society's physician, an honorable occupation, good conduct, and a record free from conviction for an infamous crime. In addition, persons might be admitted to membership only within certain age limits. In the societies reporting on this question the minimum age varied from 5 to 18 years, and the maximum age from 40 to 60 years. Single women were excluded from membership in many societies, and even married woman members (with full right to enjoyment of benefits) were subject to certain special restrictions.

Ordinarily, a period of waiting, commonly 3 months, must intervene before a new member received benefits, but after that he was entitled to full benefits. In addition to the sickness benefits, which were the special object of the investigation, some societies provided survivors' benefits in the form of life insurance or cash payment equal at least to the contributions paid in by the member, or invalidity and old-age pensions, or both.

Sickness benefits were not paid to members suffering from industrial accidents or occupational diseases, as these persons were protected by the workmen's compensation law, nor were they paid to members who had been attended by quacks, whose illness had been brought on by excessive use of alcoholic beverages, or who had been injured in fights. Some societies provided in their bylaws for the suspension of all social benefits should an epidemic exhaust the resources of the society. Sickness benefits were furnished either in cash or in kind—in cash, enabling the member to choose his own physician, etc., and in kind, through medical, hospital, and other services (provided by the society in the case of the larger societies, or secured by contract with hospitals, etc., in the case of the smaller ones). Some societies provided care for persons suffering from all kinds of ailments, while others limited the benefits to those suffering from only one type of disease, such as tuberculosis, etc.

Cash benefits for the member who had proved his illness and his inability to work varied from 1 to 3 pesos per day, according to the resources of the society, in addition to the benefits in kind to which he was entitled by the bylaws of the society. The time during which cash benefits were paid in a chronic illness varied from 1 month to 10 years. In those societies paying cash benefits for the longer periods, the payment was frequently reduced to 100 pesos per year; but for shorter periods it varied from 0.50 peso to 3 pesos per day. For old-age or invalidity benefits, a certain period of membership in a society was necessary—in some cases 20 or more years—after which a member might receive not over 15 pesos per month for the rest of his life. When cash benefits were paid to the dependents of deceased members, they varied, in the societies studied, from 20 to 200 pesos; in some societies they were paid in needy cases only.

During the last reported year of operation a total expenditure for services of 4,503,826.79 pesos was reported by 259 societies, with 318,313 members—an average of 14.15 pesos per member.

In societies with less than 200 members, 31.19 percent of the members were helped during the year, while in those with over 5,000 members, 50.04 percent were aided. Moreover, these societies showed significant differences in average amounts expended during the year per member assisted. In societies with less than 200 members, the average amount expended per member assisted amounted to 50.00 pesos, while for those societies with more than 5,000 members, the average was only 24.12 pesos. Since in general the larger societies furnished more extensive services, their financial advantage appeared in the fact that they rendered aid at a lower cost than did the smaller societies.

The average cost per member of services rendered by the 127 mutual-aid societies was 14.77 pesos per annum. Reports showed that the monthly contributions of active members, which constituted the largest single source of income, varied from 1 to 2.50 pesos, but in order to help pay for the medical services, some societies charged a small fee, 0.20 to 0.30 peso, for each medical service or consultation. The total capital of 308 societies reporting on this item amounted to 36,835,633.02 pesos—an average of 111.47 pesos per member. However, the smaller societies had a considerably larger capital per member. Some societies showed figures entirely out of proportion to the average, since one society with 42 members declared a capital of 44,384.56 pesos.

Two important efforts have been made to establish legal protection and direction for mutual-aid societies. The first attempt was made in 1913 and the second attempt was made in 1914 and repeated in 1935, but none of these proposals was adopted.

ADMINISTRATION OF PARTIAL UNEMPLOYMENT INSURANCE IN NEW YORK

DEFINING partial unemployment as "partial loss of employment in a normally full-time job," the New York State Committee on Partial Unemployment, appointed under section 527 of the State labor law, makes the following statement in its interim report,[1] as a result of its investigations thus far made:

(1) Partial unemployment is, even in normal times, as widespread as short-term total unemployment, and occasions losses in wages comparable in magnitude with losses caused by total unemployment;

(2) The administration of partial-unemployment insurance is a much more complicated undertaking than the administration of insurance against total unemployment; and

(3) The cost of even a modest plan of partial-unemployment insurance would amount to more than the New York unemployment insurance fund as at present constituted could carry over a period of good and bad years.

In view of the technical and administrative difficulties involved in the problem under discussion, the committee makes no recommendations for a specific plan for partial-unemployment insurance, but recommends that its study of the subject cover at least another year.

It seems within reason to hold, the committee declares, that partially unemployed workers should have some compensation for losses for which they are not responsible. However, further knowledge and analysis will be requisite before a definite scheme to compensate for such losses may with confidence be submitted to the State legislature. "It would ill serve the people of this State if a hastily devised system of partial-unemployment insurance were now foisted upon them, to the accompaniment of administrative friction and the possible exhaustion of the fund through the payment of partial-unemployment benefits, resulting in inability to provide for total-unemployment benefits at a time of the greatest need."

Social insurance calls for a wide knowledge of the many details of administration. After the first year's experience with the payment of the usual benefits for full-time or total unemployment, it will be

[1] New York. Department of Labor. Division of Placement and Unemployment Insurance. Interim Report on Partial Unemployment. Albany, 1938.

less difficult to estimate with accuracy the supporting power of the fund and to envisage the requisite techniques of administration for a sound approach to the coverage of partial unemployment.

Not to provide for partial-unemployment benefits until the first attack on the problem of administration is over will be in accordance with the spirit of unemployment-compensation legislation in the various States, in which exclusions of various types have been resorted to so that in the beginning the administrative task might be reasonably restricted.

The committee proposes in its interim document to prepare in the coming year a more complete report on partial unemployment and partial-unemployment benefits, which will include:

(1) Definitive estimates of the cost of partial-unemployment insurance;
(2) The possibilities of devising a practical and equitable plan for partial-unemployment insurance;
(3) Proposals concerning the ways and means of meeting the cost.

Recommendation is made, therefore, that the section of the labor law which provided for a study of partial unemployment be amended to postpone the transmittal date of the committee's final report to February 1, 1939.

WAR EMERGENCY EMPLOYMENT IN CHINA

REFUGEES from the area of hostilities in China, who are in the camps set up by the Central Relief Commission, the International Relief Committee, and other agencies, are being afforded facilities for manufacturing miscellaneous goods of different kinds and are being given training for suitable employment, according to a communication to the International Labor Office.[1] In certain of the more important camps, the Labor Project Committee has formed classes, particularly for women, in basket making, toy making, shoemaking, tailoring, and embroidery. In Shanghai the Salvation Army is providing foreign refugees with lodging, board, and placement opportunities.

Regulations of the Executive Yuan provide that refugees may be called upon during the existing emergency to perform labor service in the construction of military roads, railways, hydraulic and defense projects, in military transportation, land reclamation, etc. Enrollees in these activities will be permitted to bring their families with them, will be paid at a rate not below the minimum for the locality, and will be provided with the requisite training and equipment, expenditures for the latter being eventually taken out of wages. Land reclamation schemes have been adopted by the Central Government,

[1] International Labor Office. Industrial and Labor Information, Geneva, September 26, 1938, pp. 377-378.

and various measures for training and placement of school and college teachers and students have been undertaken by the Chinese Ministry of Education and the Canton municipal officials. Moreover, the Kwangtung Provincial Government, besides adopting a land-reclamation scheme, has undertaken a plan for the settlement of some 200,000 jobless fishermen on the land after a period of training, at an expenditure of 2,000,000 dollars.[2] Furthermore, the district government of Lungchu, Kwangtung, has decided on a road-repair project which is expected to provide jobs for not less than 10,000 persons on a wage basis of half a dollar per day per worker.

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[2] Yuan dollar in July 1938=18.20 cents.

Women in Industry

WAGES AND HOURS OF WOMEN IN KANSAS, 1937

AT THE end of 1937, full-time average weekly wages of woman workers in Kansas, other than those in supervisory positions, ranged from $5.93 for ushers in the amusement industry to $21.50 for sales employees in telephone exchanges. Women in supervisory positions received wages ranging from $15.30 in the amusement industry to $46.67 in wholesale establishments. The average workweek of women in the various occupations ranged from 26 to 54 hours for ushers in the amusement industry and supervisory employees in wholesale establishments, respectively. Data as to wages and hours of women employed in the industries, trades, and services of the State, here summarized, were taken from the report of a survey made in November and December 1937, under direction of the women's division of the State department of labor.[1] The data obtained covered over 17,000 full-time woman workers and were representative of each industry.

Approximately one-half of the 17,000 women were paid from $9 to $15.99 for a full week's work. Only 18 percent of the women were paid $20 or more per week. Table 1 shows the number of women in the different industries at the various wage levels.

TABLE 1.—*Classified Weekly Wages of Women in Kansas, 1937*

Weekly wage	Number of women employed a full week in—									
	Clerical	Trade	Manufacturing	Hotels	Restaurants	Laundries	Beauty parlors	Telephone	Theaters	Total
Total	4,776	3,712	1,985	765	1,310	1,281	444	2,599	170	17,042
$4.99 and under	15	22	15	27	50	51	19	57	33	289
$5 to $5.99	18	28	30	32	56	59	18	31	19	291
$6 to $6.99	43	42	39	38	103	108	12	35	11	431
$7 to $7.99	39	67	97	87	140	118	20	66	35	669
$8 to $8.99	36	118	63	105	192	186	20	55	15	790
$9 to $9.99	98	308	102	134	157	190	27	53	4	1,073
$10 to $10.99	129	405	154	75	220	211	67	138	10	1,409
$11 to $11.99	104	350	108	60	107	103	21	103	5	961
$12 to $12.99	229	663	173	46	103	67	46	186	23	1,536
$13 to $13.99	330	436	112	49	60	45	16	162	2	1,212
$14 to $14.99	276	287	106	19	25	45	18	171	2	949
$15 to $15.99	441	358	169	21	19	36	42	211	7	1,304
$16 to $16.99	349	121	121	20	20	12	18	218	1	880
$17 to $17.99	349	91	68	11	17	13	11	250	2	812
$18 to $18.99	361	106	113	7	11	22	15	208	0	843
$19 to $19.99	197	51	124	2	3	3	4	131	0	515
$20 to $24.99	958	158	291	17	18	9	36	400	0	1,887
$25 and over	804	101	100	15	9	3	34	124	1	1,191

[1] Kansas. Department of Labor and Industry. Women's Division. Report of Wages and Hours of Women and Minors in Industry, November 1, 1937, to January 1, 1938. Topeka, 1938.

Wages and hours of women in the different industries varied according to the size of the town. The average wages for all industries were highest in the largest towns (25,000 population and over) and lowest in the small towns of under 2,500. The lowest average wages in the different industries ($6.70) were paid in the amusement industry in towns of under 2,500, and the highest ($20.33) in telephone exchanges in towns of 25,000 and over. The shortest and the longest average workweeks reported in the various industries were in towns of 2,500 to 5,000—24 hours in the amusement industry and 51 hours in restaurants, respectively. Table 2 presents data on hours and wages of women by industry and by size of towns.

TABLE 2.—*Hours and Wages of Women in Kansas, by Size of Towns*

Industry	Towns 25,000 and over		Towns 10,000 to 25,000		Towns 5,000 to 10,000		Towns 2,500 to 5,000		Towns under 2,500	
	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages	Hours	Wages
Average, all industries	43.00	$16.33	44.39	$21.47	44.31	$19.84	45.22	$19.40	45.16	$18.12
Trade employment, wholesale and retail	46.15	14.28	48.57	12.53	47.46	11.60	50.92	11.75	50.44	10.39
Manufacturing and mechanical employment	39.59	16.75	41.14	12.21	41.65	12.06	37.73	9.96	41.33	10.44
Public housekeeping	44.43	11.68	45.47	9.83	49.47	11.35	47.32	10.55	46.81	11.10
Restaurant employment	44.62	10.75	43.56	10.16	49.93	9.67	51.37	9.36	50.11	7.61
Laundry, dry cleaning	42.03	10.38	42.90	9.91	47.67	8.73	36.09	7.40	47.94	8.94
Beauty parlors	45.21	14.54	45.80	12.45	47.51	14.98	50.50	12.77	.....	.....
Telephone exchanges	39.97	20.33	41.21	16.78	41.63	15.15	43.95	14.15	44.27	11.26
Amusements	33.24	10.14	30.64	8.71	32.93	9.10	24.33	7.88	28.14	6.70
Clerical employment	42.75	19.96	43.45	18.86	43.71	19.77	45.28	16.80	44.60	15.30

The average hours per week and the average weekly and hourly wages of the different classes of employees in the various industries are set forth in table 3.

TABLE 3.—*Average Weekly Hours and Wages of Women in Kansas, 1937, by Industry and Class of Employees*

Industry and class of employees	Number of firms reporting	Number of employees	Average hours worked per week	Average weekly wages	Average rate per hour
Trade, wholesale and retail					
					Cents
All establishments:					
Supervisory employees	.....	74	42.96	$27.64	64.3
Operatives	577	3,638	46.52	12.90	27.7
Department stores:					
Supervisory employees	.....	16	49.34	33.26	67.4
Operatives	77	1,012	46.23	12.60	27.3
Specialty stores:					
Supervisory employees	.....	23	50.95	26.90	52.8
Operatives	159	754	48.48	14.46	29.8
Variety stores: Operatives	47	742	48.11	10.95	22.8
Miscellaneous retail:					
Supervisory employees	.....	34	48.14	25.49	52.9
Operatives	267	1,045	47.88	13.33	27.8
Wholesale establishments:					
Supervisory employees	.....	1	54.00	46.67	86.5
Operatives	27	85	42.36	14.65	34.6

TABLE 3.—*Average Weekly Hours and Wages of Women in Kansas, 1937, by Industry and Class of Employees*—Continued

Industry and class of employees	Number of firms reporting	Number of employees	Average hours worked per week	Average weekly wages	Average rate per hour
					Cents
Manufacturing and mechanical					
All establishments:					
Supervisory employees		32	41.12	$26.00	63.2
Operatives	236	1,953	39.71	14.73	37.1
Packing houses: Operatives	29	379	37.90	11.31	29.9
Creameries: Operatives	25	63	45.58	11.58	25.4
Garment factories:					
Supervisory employees		14	41.42	22.19	53.6
Operatives	14	358	40.60	12.23	30.1
Candy factories: Operatives	6	41	43.36	10.94	25.2
Food manufacturing: Operatives	16	61	40.68	12.76	31.4
Baking: Operatives	16	81	43.11	12.11	28.1
Printing:					
Supervisory employees		5	43.80	23.48	53.6
Operatives	69	278	42.50	18.51	43.6
Miscellaneous manufacturing:					
Supervisory employees		13	39.00	31.09	79.7
Operatives	61	692	39.07	17.27	44.2
Public housekeeping					
All establishments:					
Supervisory employees		79	48.08	19.14	39.8
Maids		295	44.44	9.04	20.3
General (bellhops, janitors, desk clerks, check clerks)		391	46.06	10.86	23.6
Restaurants					
All establishments:					
Cooks		154	49.81	14.16	28.4
Waitresses		1,010	46.22	9.83	21.3
General (cleaners, dish washers, unskilled kitchen help, etc.)		146	48.17	9.85	20.4
Laundries					
All establishments:					
Supervisory employees		16	45.69	16.89	37.0
Skilled employees		130	44.49	11.92	26.8
General employees		991	40.14	8.62	21.5
Dry cleaning					
All establishments:					
Skilled employees		50	47.18	18.23	38.6
General employees		125	44.44	11.42	25.7
Beauty parlors					
All establishments:					
Supervisory employees		8	47.62	31.30	65.7
Operatives		436	46.11	13.47	29.2
Telephone exchanges					
All establishments:					
Supervisory employees		258	42.56	22.56	53.0
Operators		2,128	42.12	14.69	34.9
Sales employees		40	40.00	21.50	53.8
Clerical employees		173	40.37	18.55	45.9
Amusements					
All establishments:					
Supervisory employees		10	42.80	15.30	35.7
Cashiers		106	31.57	9.77	30.9
Ushers		38	25.95	5.93	22.9
Other employees		16	28.81	7.21	25.0
Clerical employments					
All establishments:					
Supervisory employees		53	44.69	35.38	79.2
Other employees	1,494	4,723	43.19	19.08	44.2
Financial agencies:					
Supervisory employees		10	44.95	39.26	87.3
Other employees	229	669	43.08	20.40	47.4
Trade establishments:					
Supervisory employees		17	47.65	34.56	72.5
Other employees	593	1,353	45.99	17.64	38.4
Manufacturing plants:					
Supervisory employees		11	42.34	34.60	81.7
Other employees	331	1,448	42.45	18.62	43.9
Other clerical employments:					
Supervisory employees		15	42.87	34.28	80.0
Other employees	341	1,253	41.11	20.47	49.8

Industrial and Labor Conditions

MARRIAGE LOANS TO STIMULATE GERMAN FARMING

A NEW development in the eugenic policy of the present German Government is contained in a recent decree which came into force on July 1, 1938. This decree extends and enlarges the "marriage loan" principle which has been applied in Germany since 1933. Not only does it more than double the amount of money which may be advanced to a young couple engaged in agricultural pursuits, but it makes it possible for the repayment of the loan to be deferred and eventually canceled altogether if the family remains on the land.[1]

This decree involves several new departures: The decree was issued by the Commissioner of the Four-Year Plan, whereas previous eugenic measures were issued by the Minister of Finance. It also serves as a further example of the increasingly wide interpretation which the Commissioner places on his powers "to take all measures necessary to fulfill his task" of organizing the whole life of Germany on a basis of maximum economic self-sufficiency. It appears that now even eugenic measures, which were originally instituted with totally different aims in view, are to be directed toward preventing departure from the land and thus insuring a certain degree of independence of foreign sources of agricultural production.

The purpose of the marriage loans when they were first introduced on June 1, 1933, was twofold—to relieve unemployment by taking young women out of industry, and to increase the birth rate. The original law provided for loans without interest, up to 1,000 marks,[2] to young couples who married, provided the wife had been in employment and was thus vacating a job for someone else. The loan was in the form of coupons for the purchase of furniture and household appliances and was repayable at the rate of 1 percent monthly, but 25 percent of the original sum was canceled for every child born of the marriage. After the unemployment problem had disappeared and there was actually a shortage of labor in many industries, the provision relating to the employment of the wife was relaxed during 1936 and finally abandoned in an amendment issued on November 3,

[1] Reichsgesetzblatt, 1938, I, p. 377, and report of A. Dana Hodgdon, United States consul at Berlin, Germany, July 28, 1938.

[2] Mark=30.5 cents, United States currency, in 1933 and 40.2 cents in April 1938.

1937, but the repayment rate was raised to 3 percent monthly in case the wife remained in employment. The new decree, on the other hand, actually places a premium on the wife's remaining in agricultural employment by doubling the amount of the "furnishings loan" and the rate of its cancelation. Thus its primary purpose is no longer to relieve unemployment and sanctify the home but to mitigate the shortage of agricultural labor, and even the provision regarding children is vitiated by the fact that the entire loan can be canceled whether or not there are children from the marriage.

The new decree may be briefly summarized as follows: Marriage loans may be granted to farmers, farm hands, foresters, or rural craftsmen who have been engaged continuously in agriculture during the past 5 years. These loans need not be repaid until after a lapse of 10 years, and may then be canceled altogether, if the family has remained on the land during this period. In addition, couples who were married after June 30, 1938, either or both of whom have been engaged in farming, without interruption, for the last 5 years, may receive a "furnishings loan." Such a loan is limited to 800 marks if both husband and wife work on the land or 400 marks if only the husband is a worker. It is paid in cash instead of coupons, may be used for any purpose, and is repayable only after 10 years and then only if the family has left the land. Besides these loans, farm laborers and rural craftsmen who marry or who have married since the end of 1933 may receive an unconditional "furnishings grant" amounting to 400 marks, if both husband and wife have been working on the land for 5 years or 200 marks if only one of them has worked; a further similar grant may be made for each subsequent 5 years of work on the land. The "furnishings loans" are applicable only in case of German citizens "of German or kindred blood" and possessing civil rights; but citizens of Danzig residing in Germany are, for purposes of the decree, to be regarded as German citizens.

The sum of 50,000,000 marks is to be appropriated annually for the special fund which was set up under the original law, thus bringing the total sum available for all eugenic purposes up to 250,000,000 marks annually.

The provision relating to the postponement of repayment and cancelation of marriage loans had already been in force under an administrative order of the Minister of Finance dated March 28, 1938, but it is clear that the decree under review goes much farther in that it creates a supplementary "furnishings loan" and a "furnishings grant." It has been officially stated that a young farm worker who marries can now immediately receive a maximum of 1,800 marks as a virtual gift from the State, and a further 400 marks at the end of each 5-year period.

CONTROL OF WAGES IN GERMANY

A DECREE of June 25, 1938, entitled the "Decree Regarding the Fixing of Wages," gives to labor trustees in Germany dictatorial powers with regard to the determining of labor conditions in individual factories.[1] Formerly the labor trustees fixed wages and working conditions only for a whole group of factories belonging to one branch of an industry. The new decree empowers them to order a single factory or plant to raise or lower wages or otherwise change working conditions. In fact, henceforth an employer owning a factory or plant may not change labor conditions or wages without first informing the labor trustee and securing his approval. This decree is said to be necessary because of the increasing shortage of labor, which has caused many factories to raise wages as an attraction for workers.

[1] Report of A. Dana Hodgdon, United States consul, Berlin, July 30, 1938.

Industrial Diseases

INDUSTRIAL DISEASES IN BRITISH FACTORIES, 1937

AN IMPROVEMENT in preventive measures for the care of the health of industrial workers, which may be expected from the application of the British Factories Act of 1937, is discussed in the report [1] of the senior medical inspector of factories for the year 1937. One of the most important provisions of the act, which became effective July 1, 1938, is said to be the provision which empowers the Government to require reasonable arrangements to be made for medical supervision when there is reason to believe that cases of illness are due to the nature of the work or where there may be risk to health from the introduction of new processes or substances. The new act also provides for greater care in the placement of young workers and in their medical supervision.

The number of cases of lead poisoning reported during the year was lower than in any year since notification of the disease came into force, but there was an increase in the number of cases of poisoning from mercury, arsenic, and aniline over those reported in 1936 and in cases of epitheliomatous ulceration due to pitch, tar, and oil, and of chrome ulceration. The number of cases of anthrax was smaller in 1937 than in 1936, but there were four deaths as compared with one in the previous year. There were four cases of toxic jaundice with one death reported, no similar cases having been reported since 1920. Two of these cases (one fatal) were due to skin absorption in the manufacture of T. N. T. and occurred after only 5 to 6 weeks' employment. The number of cases of poisoning or disease reported to the department for certain years from 1910 to 1937 are shown in table 1.

[1] Great Britain. Home Department. Annual Report of the Chief Inspector of Factories and Workshops for the Year 1937. London, 1938. (Cmd. 5802.)

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TABLE 1.—*Number of Cases of Poisoning and of Industrial Disease Among Factory Workers in Great Britain for Specified Years, 1910 to 1937*

Disease	1937	1936	1935	1930	1920	1910
Lead poisoning:						
Cases	141	163	168	265	289	506
Deaths	19	13	17	32	44	38
Mercury poisoning:						
Cases	7	------	1	3	5	10
Deaths	------	------	------	------	------	1
Arsenic poisoning:						
Cases	8	1	1	1	3	7
Deaths	------	1	------	------	------	------
Manganese poisoning: Cases	1	------	------	------	------	------
Aniline poisoning:						
Cases	10	7	9	24	------	------
Deaths	------	1	------	------	------	------
Chronic benzene poisoning:						
Cases	1	1	------	------	------	------
Deaths	------	1	------	------	------	------
Toxic jaundice:						
Cases	4	------	------	------	6	------
Deaths	1	------	------	------	------	------
Anthrax:						
Cases	23	30	20	43	48	51
Deaths	4	1	3	6	11	9
Epitheliomatous ulceration:						
Cases	183	142	171	194	45	------
Deaths	31	27	38	36	1	------
Chrome ulceration: Cases	101	84	67	95	126	------

Inhalation of fumes and gases was responsible for 196 cases with 20 deaths in 1937, as compared with 153 cases and 12 deaths in the preceding year. The reported cases do not represent the actual extent of this hazard, as cases are generally not reported to the department, even though fairly severe, unless the aftereffects are such as to keep the workman away from work for 3 days. The agents reponsible for most of the increase were carbon monoxide, carbon dioxide, sulphur dioxide, chlorine, nitrous fumes, ammonia, and benzol.

Deaths from silicosis and asbestosis have been investigated since 1929. During 1937 there were 74 deaths from silicosis, 65 from silicosis with tuberculosis, 9 from asbestosis, and 4 from asbestosis with tuberculosis. Table 2 shows for the period from 1929 to 1937 the number of deaths from silicosis and asbestosis alone or complicated with tuberculosis, the average age at death, and the duration of employment.

TABLE 2.—*Number of Deaths from Silicosis and Asbestosis in Great Britain, Average Age at Death, and Duration of Employment, 1929 to 1937*

Disease	Number of deaths	Average age at death	Duration of employment (years)		
			Longest	Shortest	Average
Silicosis	449	56.2	62.0	1.7	35.0
Silicosis with tuberculosis	518	52.2	67.0	.7	31.1
Asbestosis	68	43.5	36.0	1.5	13.4
Asbestosis with tuberculosis	38	38.2	29.0	.8	9.4

The largest number of fatal cases occurred in the pottery industry, in which there were 217 deaths from silicosis and 207 from silicosis combined with tuberculosis. The sandstone industry was next in importance, with 108 deaths from silicosis and 117 from silicosis with tuberculosis, followed by metal grinding, sandblasting, manufacturing of scouring powder, and a miscellaneous group of industries.

Reporting of cases of skin diseases is not required, but the number of cases of dermatitis voluntarily reported (1,985) was the largest yet recorded. This disease stands second in the number of cases for which compensation has been paid. Among the principal causative agents were alkalies, oil, friction and heat, various chemicals, degreasing agents, dyes, sugar, turpentine and substitutes, paraffin, chrome, acids, dough, and coal tar and derivatives.

Labor Laws

LEGISLATIVE SESSIONS IN 1939

IN 1939 regular legislative sessions will be held in all States except four (Kentucky, Louisiana, Mississippi, and Virginia). The majority of the States hold biennial sessions and meet in odd-numbered years. Five States meet annually.[1] One State (Alabama) meets every fourth year. The legislatures of Alaska, Hawaii, Puerto Rico, and the Philippine Islands will also assemble in 1939. The Seventy-sixth Congress will begin its deliberations on January 3, 1939.

Most of the State legislatures convene in January. The Florida legislature, however, assembles on Tuesday after the first Monday in April. In Georgia, the law fixes the second Monday in January for the purpose of organizing the respective legislative bodies, but the regular session is deferred until the second Monday after July 4th, unless a prior date is designated by the legislature.

In all of the States, with the exception of Nebraska, laws are enacted by a 2-house legislature, called a bicameral system. A recent change in the Constitution of Nebraska provided for a 1-house (unicameral) system. This, however, is not a new plan in the United States. In several States such a system was adopted many years ago, but later was changed to a 2-house plan. Such a change was made in Vermont as early as 1836. Georgia and Pennsylvania also adopted this system, but later abolished it in favor of the dual system. In several other States, either through a direct vote of the electorate or by the vote of their chosen representatives, or in constitutional conventions, attempts to establish a 1-house legislature have been frustrated. As recently as 1937, a proposed constitutional amendment to establish a 1-house legislature was defeated by a small margin in the Idaho House of Representatives, and in Washington such a proposal passed the house of representatives, but failed in the senate.

The upper branch of a State legislature is usually referred to as the senate and, like the Senate of the United States, is composed of a smaller number of members. The lower house is known by different terms, such as legislature, general assembly, legislative assembly, or, as in Massachusetts and New Hampshire, general court.

[1] Massachusetts, New Jersey, New York, Rhode Island, and South Carolina.

The terms of the legislative sessions to be held in 1939 are limited in 18 States, the period ranging from 40 days in Wyoming to 5 months in Connecticut. In 26 States there is no limit as to the length of the session, but in a few of these States the members of the legislature are not paid after the session has extended beyond a specified period.

The following table shows the States which will meet in regular legislative session in 1939, as well as the date of convening, and the length of the session wherever fixed by law.

Date Set by Law for Convening of State Legislatures

State	Time of assembly fixed by law	Date of convening 1939 session	Length of session
Alabama	Second Tuesday in January	Jan. 10	50 days.
Arizona	Second Monday in January	Jan. 9	No limit.
Arkansas	do	do	60 days.[1]
California	Monday after first day in January	Jan. 2	No limit.[2]
Colorado	First Wednesday in January	Jan. 4	Do.
Connecticut	Wednesday after first Monday in January	do	5 months.
Delaware	First Tuesday in January	Jan. 3	No limit.
Florida	Tuesday after first Monday in April	Apr. 4	60 days.
Georgia	Second Monday in January, for organization; regular session, second Monday after July 4.	Jan. 9[3] July 17[4]	Do.
Idaho	First Monday after January 1	Jan. 2	No limit.
Illinois	Wednesday after first Monday in January	Jan. 4	Do.
Indiana	Thursday after first Monday in January	Jan. 5	61 days.
Iowa	Second Monday in January	Jan. 9	No limit.
Kansas	Second Tuesday in January	Jan. 10	Do.
Maine	First Wednesday in January	Jan. 4	Do.
Maryland	do	do	90 days.
Massachusetts	do	do	No limit.
Michigan	do	do	Do.
Minnesota	Tuesday after first Monday in January	Jan. 3	90 days.
Missouri	Wednesday after January 1	Jan. 4	No limit.
Montana	First Monday in January	Jan. 2	60 days.
Nebraska	First Tuesday in January	Jan. 3	No limit.
Nevada	Third Monday in January	Jan. 16	60 days.
New Hampshire	First Wednesday in January	Jan. 4	No limit.
New Jersey	Second Tuesday in January	Jan. 10	Do.
New Mexico	do	do	60 days.
New York	First Wednesday in January	Jan. 4	No limit.
North Carolina	Wednesday after first Monday in January	do	Do.
North Dakota	Tuesday after first Monday in January	Jan. 3	60 days.
Ohio	First Monday in January	Jan. 2	No limit.
Oklahoma	Tuesday after first Monday in January	Jan. 3	Do.
Oregon	Second Monday in January	Jan. 9	Do.
Pennsylvania	First Tuesday in January	Jan. 3	Do.
Rhode Island	do	do	60 days.
South Carolina	Second Tuesday in January	Jan. 10	No limit.
South Dakota	Tuesday after first Monday in January	Jan. 3	60 days.
Tennessee	First Monday in January	Jan. 2	No limit.
Texas	Second Tuesday in January	Jan. 10	Do.
Utah	Second Monday in January	Jan. 9	60 days.
Vermont	Wednesday after first Monday in January	Jan. 4	No limit.
Washington	Second Monday in January	Jan. 9	60 days.
West Virginia	Second Wednesday in January	Jan. 11	Do.[1]
Wisconsin	do	do	No limit.
Wyoming	Second Tuesday in January	Jan. 10	40 days.
United States Congress	January 3 annually	Jan. 3	No limit.

[1] The session may be extended by a two-thirds vote of each house.
[2] Regular sessions continue for 30 days, after which a recess of not less than 30 days must be taken. On the reassembling of the legislature, no bill may be introduced without the consent of three-fourths of the members, and not more than 2 bills may be introduced by 1 member.
[3] Organization meeting.
[4] Regular session.

Workmen's Compensation

MEETING OF THE INDUSTRIAL ACCIDENT COMMISSIONS, 1938

THE International Association of Industrial Accident Boards and Commissions observed the twenty-fifth anniversary of its establishment at a convention held at Charleston, W. Va., September 26–29, last. From a small band of pioneer administrators who met at the first convention of this organization in Lansing, Mich., about a quarter of a century ago to discuss their mutual workmen's compensation problems, the association has grown in proportion to the adoption of workmen's compensation laws in the various States of the Union.

More than 200 persons attended the meeting, representing delegates from 7 Provinces of Canada, 31 States of the United States, and the Federal Government. The Territory of Puerto Rico was also represented.

Since West Virginia is an exclusive State-fund jurisdiction, this subject received special attention. The viewpoints of the employer, labor, and the insurance carriers as to whether a State fund was desirable were presented by the respective groups—the viewpoint of the employer by Chester W. Wright, Niagara Falls, N. Y.; that of labor by Will T. Blake, commissioner, Industrial Commission of Ohio; and that of insurance carriers by William P. Cavanaugh. Ralph M. Hartman, secretary, West Virginia Workmen's Compensation Department, in a prepared address, showed how the State fund operated in that State.

The subject of legal fees in awards for compensation was presented by Dr. Eugene B. Patton of the New York Department of Labor, and the subject of accident causes was also considered at some length, Austin L. Staley, deputy secretary, Pennsylvania Department of Labor and Industry, outlining the Pennsylvania experience. Safety and rehabilitation were also discussed. Harry Guilbert, director, Bureau of Safety and Compensation of The Pullman Co., Chicago, gave an address on the effectiveness of State safety conferences. The subject of rehabilitation was discussed by John A. Kratz, of the United States Office of Education. He especially urged cooperation between workmen's compensation and rehabilitation agencies. An innovation of this year's meeting of the association was the panel

discussion which took place following the presentation of all of the articles assigned for discussion.

On the last day of the convention the problem of the older worker was considered in relation to workmen's compensation. Ambrose B. Kelly, American Mutual Alliance, Chicago, presenting the viewpoint of the insurance carriers, contended that the general attitude of the carriers was not that of promoting age discrimination in the matter of workmen's compensation. The problem of the independent contractor was outlined at this session by H. A. Nelson of the Wisconsin Industrial Commission. An interesting and lively discussion took place on the subject of compulsory coverage under the workmen's compensation laws. In the presentation of this subject Donald D. Garcelon, chairman, Maine Industrial Accident Commission, discussed compulsory and universal workmen's compensation coverage. J. D. Williams, chairman, Industrial Commission of Minnesota, outlined the reasons why his State changed from an elective to a compulsory workmen's compensation system. Samuel B. Horovitz, attorney, Massachusetts State Federation of Labor, pointed out that the fear of unconstitutionality of such compulsory acts could no longer be considered, because of the large number of court decisions that have upheld compulsory workmen's compensation laws. Mr. Horovitz said on this point that "the mountain of decisions upholding compulsory acts is too high for penetration by the weak voice crying 'unconstitutional,' 'without due process of law,' 'breach of the right to contract,' 'violation of the right to a jury trial.'" [1]

The following officers were elected for 1938–39: President, Voyta Wrabetz, chairman, Wisconsin Industrial Commission; vice president, W. H. Nickels, Jr., chairman, Virginia Industrial Commission; secretary-treasurer, Verne A. Zimmer, director, Division of Labor Standards, United States Department of Labor; executive committee, George A Krogstad, Michigan; Albert G. Mathews, West Virginia; C. K. Newcombe, Manitoba; Frank O'Brien, Kansas; W. L. Robison, Idaho; and Mrs. Emma S. Tousant, Massachusetts. The 1939 meeting of the association will be held in Milwaukee, Wis., in September 1939.

The complete proceedings of the twenty-fifth annual convention will be published in bulletin form by the United States Department of Labor. This bulletin will contain, in addition to a verbatim record of the discussions, the reports of the regular committees.

[1] Copies of the paper on the constitutionality of compulsory workmen's compensation acts may be obtained from the office of Samuel B. Horovitz, 15 Ashburton Street, Boston, Mass.

Labor Organizations

CONVENTION OF AMERICAN FEDERATION OF LABOR, 1938

PERHAPS the outstanding problem before the fifty-eighth convention of the American Federation of Labor which met in Houston, Tex., October 3–13, was the question of peace in the labor movement. The problem was forcibly called to the attention of the delegates on the second day of the convention by President Roosevelt's message to William Green, president of the A. F. of L., which in part read as follows:

> Because for more than a quarter of a century I have had so many associations and friendships with officers of the A. F. of L. and the international unions which it represents, I venture to express the hope that the convention will leave open every possible door of access to peace and progress in the affairs of organized labor in the United States. If leaders of organized labor can make and keep the peace between various opinions and factions within the labor group itself, it will vastly increase the prestige of labor with the country and prevent the reaction which otherwise is bound to injure the workers themselves.

Three days later, in commenting on the report by the legal counsel of the Federation on the status of labor legislation in the United States and particularly on the decisions of the National Labor Relations Board, Daniel J. Tobin, president of the International Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers of America, made a strong plea in favor of peace in the labor movement. His contention was that the division in the ranks of labor had become so serious that no legislation enacted in Washington "could straighten out the difficulties until labor is cemented into one body." He urged the delegates of the convention to give specific instructions to the forthcoming executive council to take definite steps for the purpose of bringing about a unified labor movement in the United States.

The same question was debated again on the next day when the committee on resolutions, reporting on the A. F. of L.—C. I. O. situation, recommended that "the convention authorize the executive council to continue to carry on the battle and at the same time stand ready to respond to any genuine appeal for peace or any honorable and sincere opportunity to reunite the labor movement." Edward Flore, president of the Hotel and Restaurant Employees International Alliance and Bartenders International League of America, and President Tobin of the Teamsters' Union urged the A. F. of L. to

take the necessary steps to resume the negotiation for peace with the C. I. O. in the attempt to arrive at a solution of the conflict between the two organizations. Although the report of the resolutions committee was finally adopted without a dissenting vote, it was understood from the discussion which preceded the vote that the executive council would hold itself in readiness for any opportunity leading in the direction of peace. This position of the A. F. of L. was also affirmed by President Green in his speech of acceptance as president of the Federation for the fifteenth consecutive term. He said:

> I promise you that I shall make every contribution that lies within my power towards the promotion of peace in the labor movement; I shall do what I can to heal the wounds and close the breach and unite the force of labor * * * I will do what I can to serve in every way to establish here in America a solid invincible movement unassailable and unafraid.

National Labor Relations Board

The attitude of the American Federation of Labor to the National Labor Relations Act and to the decisions of the National Labor Relations Board is to a large extent directly associated with its bitter conflict with the C. I. O. In its annual report, the executive council of the A. F. of L. charged the members of the Labor Relations Board with flagrant bias and prejudice with the intent to undermine and destroy the A. F. of L. unions. Specifically, the Labor Relations Board was charged with misinterpreting the intent of Congress in determining what shall constitute an appropriate unit for the purpose of collective bargaining, and of rendering aid directly and through decisions to the C. I. O. in its effort to destroy A. F. of L. unions.

The convention unanimously approved the report of the executive council and instructed the council to draft amendments to the National Labor Relations Act to meet the following demands:

1. The unit rule must be changed to conform to that which is in the Railway Labor Act so that it will be obligatory on the Board to grant a craft or class the right to select its bargaining representative by majority vote.
2. The power of the Board to invalidate contracts must be definitely curtailed.
3. Every known interested party should be served with due process and be afforded an opportunity to appear in any case. No contractual rights should be passed upon without every party to the contract being served with process and given the right to appear in the case.
4. Intervention by interested parties should be made a matter of right and not a matter of discretion.
5. Definite qualifications should be set forth in respect to examiners. Some are wholly incompetent and unfit to serve in that capacity. In fact, affidavits of prejudice should be permitted to be filed against them where an examiner is considered unfair.
6. Clarification respecting power over the issuance of subpenas is necessary and liberalizing of the rule in that respect should be provided.
7. The secrecy of files must be lifted to the extent that all persons may have an opportunity to examine a record which contains material on which decisions are made. The idea of keeping information and material in a secret file and then

utilizing it in connection with other evidence as a basis for the decisions smacks of star-chamber proceedings.

8. Elections shall be conducted within 30 days from filing of a petition therefor.

9. All cases shall be decided within 45 days after the close of the taking of testimony.

The convention also recommended consideration of the desirability of (1) granting jurisdiction to appellate courts "to review the facts as well as the law, to determine whether the decision conforms to the weight and credibility of the evidence," and (2) of separating "the administrative functions from the judicial functions of the Board, lodging the judicial functions in a tribunal wholly independent from the National Labor Relations Board."

Resolutions Pertaining to Work of U. S. Department of Labor

The work of the Conciliation Service was referred to on several occasions in most commendatory terms. Delegate Van Horn, of the Cigar Makers Union, stated that were it not for the help of this division of the Department of Labor, the Cigar Makers Union would not have had any organization in Tampa, Fla., nor would it be able to go very far in organizing the mechanized cigar factories. The convention also adopted a resolution commending the service of the Conciliation Service under the direction of the late Hugh Kerwin and extending the fullest cooperation of the A. F. of L. to the present director.

The convention approved the objections of the executive council to section 14 of the Fair Labor Standards Act of 1938 pertaining to the special rates of wages to be determined by the Administrator for apprentices and handicapped workers. The delegates were satisfied that Administrator Andrews would handle this section of the law with judgment and understanding, but considered it dangerous to the policies of the A. F. of. L. and therefore recommended that the executive council prepare amendments to be submitted to the Congress for the purpose of making necessary changes in the provision.

It unanimously adopted the report of the executive council pertaining to the administration of the Walsh-Healey Act and recommended that the act "be further amended so that all contracts entered into by Governmental agencies for marine vessels or large floating objects should come under the wage provisions of the law."

The convention adopted a resolution urging cooperation with the Federal Committee on Apprenticeship in the establishment of national trade-apprenticeship standards. It urged State federations of labor to press for State apprenticeship legislation supported by adequate appropriations.

Other Important Decisions

The American Federation of Labor pledged its unqualified support to the railroad workers in their struggle against the 15-percent wage reduction demanded by the railroads.

It voted to seat the delegates from the International Typographical Union in spite of the fact that, first by a referendum and again at its regular convention, the Typographical Union had declined to recognize the right of the American Federation of Labor to tax its membership and had refused to pay the special 1-cent per capita monthly assessment adopted by the 1937 convention of the A. F. of L. In the course of the debate, it was made clear that the seating of the I. T. U. delegation did not constitute a precedent and did not absolve the Typographical Union from its obligations to the A. F. of L. The delegates of the I. T. U. accepted the conditions and promised not to ask to be seated at the next convention unless in the meantime their organization changed its attitude and paid up in full its debts to the A. F. of L.

The special 1-cent per capita monthly assessment on the membership to continue the organization work of the A. F. of L. and its struggle against the C. I. O. was renewed for another year. The convention instructed the executive council to make a Nation-wide study of the effects of public works programs on unemployment conditions in the United States. It urged the trade-union movement to keep itself free from political commitments or alliances with any particular party. However, the delegates refused to accept the report of the resolutions committee calling for a halt on the reform policies of the administration and unanimously referred the report to the executive council for further study.

San Francisco, Calif., was selected as the convention city for 1939.

Growth of American Federation of Labor

The total paid-up membership of all national and international organizations and local and federal unions affiliated with the A. F. of L. increased from 2,860,933 on August 31, 1937, to 3,623,087 on August 31, 1938. This was an increase of 762,154 members. With the exception of the two years 1920 and 1921, when the membership of the A. F. of L. was 4,078,740 and 3,906,528, respectively, the 1938 paid-up membership of the A. F. of L. was the largest in the history of the Federation.

The largest increases in paid-up membership during the 1937–38 fiscal year were reported by the following national and international unions:

	1938 membership	*Increase from 1937*
Teamsters and chauffeurs	309, 200	98, 300
Hotel and restaurant employees	175, 900	68, 800
Machinists	190, 100	52, 100
Hod carriers and common laborers	147, 700	48, 100
Bakery and confectionery workers	62, 100	29, 600
Retail clerks	46, 700	28, 200
Building-service employees	65, 800	23, 800
Meatcutters and butchers	52, 100	22, 100

Increases in membership of between 10,000 and 20,000 were also reported by the following unions: Actors and artists; boilermakers and iron shipbuilders; bridge and structural-iron workers; cleaning and dye-house workers; flint-glass workers; laundry workers; maintenance of way employees; painters; and pulp, sulphite, and paper-mill employees.

The membership of the directly affiliated local and federal unions advanced from 192,500 to 231,400.

During the fiscal year the charters of the following unions were revoked: United Mine Workers of America; International Union of Mine, Mill and Smelter Workers; Federation of Flat Glass Workers of America; Amalgamated Clothing Workers of America; Amalgamated Association of Iron, Steel, and Tin Workers; United Textile Workers of America; International Union United Automobile Workers of America; United Rubber Workers of America; Oil Field, Gas Well, and Refinery Workers of America. The charter of the Journeyman Tailors' Union of America was canceled and the charters of the Paving Cutters' Union of the United States and Canada and of the Quarry Workers of the International Union of North America were withdrawn.

New charters were issued to the following national and international unions: National Association of Post Office and Railway Mail Laborers; The National Association of Special Delivery Messengers; International Spinners Union; and the International Union Progressive Mine Workers of America.

Industrial Disputes

TREND OF STRIKES

PRELIMINARY estimates indicate a reduction in number of strikes in September 1938 as compared with August but an increase in the number of workers involved and man-days of idleness. Strikes were fewer by about 17 percent but the number of workers involved was more than double the number in August, and the number of man-days idle was greater by 42 percent.

Trend of Strikes, 1933 to September 1938 [1]

Year and month	Number of strikes					Workers involved in strikes		Man-days idle during month or year
	Continued from preceding month	Beginning in month or year	In progress during month	Ended in month	In effect at end of month	Beginning in month or year	In progress during month	
1933		1,695				1,168,272		16,872,128
1934		1,856				1,466,695		19,591,949
1935		2,014				1,117,213		15,456,337
1936		2,172				788,648		13,901,956
1937		4,740				1,860,621		28,424,857
1937								
January	100	171	271	132	139	108,621	214,268	2,720,281
February	139	211	350	204	146	99,335	226,329	1,491,268
March	146	614	760	510	250	290,324	358,155	3,288,979
April	250	535	785	512	273	221,572	394,178	3,377,223
May	273	604	877	547	330	325,499	445,170	2,982,735
June	330	610	940	582	358	281,478	474,954	4,998,408
July	358	472	830	533	297	143,678	353,682	3,007,819
August	297	449	746	451	295	143,033	238,828	2,270,380
September	295	361	656	393	263	88,967	160,241	1,449,948
October	263	320	583	378	205	67,242	127,109	1,181,914
November	205	262	467	265	202	68,929	118,632	981,697
December	202	131	333	213	120	21,943	60,518	674,205
1938								
January	120	151	271	155	116	34,865	55,386	470,138
February	116	170	286	166	120	52,138	76,250	502,323
March	120	236	356	204	152	54,108	102,658	780,296
April	152	236	388	233	155	78,084	109,520	802,710
May	155	252	407	254	153	87,464	126,987	1,173,549
June	153	179	332	207	125	50,112	97,103	807,872
July	125	164	289	164	125	45,071	76,599	665,832
August [1]	125	230	355	215	140	45,000	70,000	810,000
September [1]	140	190	330	200	130	105,000	140,000	1,150,000

[1] Strikes involving fewer than 6 workers or lasting less than 1 day are not included in this table nor in the following tables. Notices or leads regarding strikes are obtained by the Bureau from more than 650 daily papers, labor papers, and trade journals, as well as from all Government labor boards. Letters are written to representatives of parties in the disputes asking for detailed and authentic information. Since answers to some of these letters have not yet been received, the figures given for the late months are not final. This is particularly true with regard to figures for the last 2 months, and these should be considered as preliminary estimates.

The large increases in number of workers involved and man-days of idleness were due principally to several rather large strikes, such as the trucking strike in New York City and New Jersey, the department store workers in San Francisco, the trucking strike in Midwestern States (principally Nebraska companies), and the stoppage at plants of the Nash-Kelvinator Corporation in Racine, Kenosha, and Milwaukee, Wis. None of these disputes were settled by the end of the month. Two rather short strikes within the month, which involved large numbers of workers, were the 4-day stoppage at the Briggs Manufacturing Co. in Detroit, Mich., and the 4-day strike of cotton pickers principally in the State of Arkansas.

As compared with September a year ago, there were only 53 percent as many strikes in September 1938, 18 percent more workers involved, but only 80 percent as many man-days idle.

The figures given in the preceding table for August and September 1938 are preliminary estimates, based on newspaper reports and other information available as this goes to press. An analysis of strikes in each of these months, based on detailed and verified information, will appear in subsequent issues of the Monthly Labor Review.

ANALYSIS OF STRIKES IN JULY 1938 [1]

STRIKE activity in July 1938 showed a continuation of the decline which was evident in June after the peak, as compared with earlier months of 1938, was reached in May. The Bureau has obtained detailed information on 164 strikes which began in July, involving 45,000 workers and, together with 125 strikes which continued into July from preceding months, causing 666,000 man-days of idleness.

There were no extremely large strikes during July and only one involving as many as 5,000 workers. This was a strike of anthracite miners employed by the Philadelphia & Reading Coal & Iron Co. in Pennsylvania. The dispute was over the question of equalizing working time in all collieries of the company. The men demanded the simultaneous operation of all collieries whenever there was work to be done and objected to the operation of some mines while others were idle. Although they returned to work when the company under protest arranged schedules so that all mines should be in operation at the same time, no definite settlement of the question had been worked out by the end of the month.

Of the 164 strikes beginning in July, there were 24 in the textile industries, 22 in building and construction, 21 in retail and wholesale trade, 15 in the food industries, and 15 in transportation and com-

[1] Detailed information on a few strikes has not yet been received. (See footnote to preceding table.) Data on missing strikes will be included in the annual report.

munication. The industry groups with the most workers involved in new strikes during the month were coal mining (10,462), textiles (8,664), trade (3,966), and the food industries (3,459). The largest numbers of man-days of idleness because of strikes were in coal mining (83,000), machinery manufacturing (80,000), textiles (77,000), building and construction (74,000), and trade (46,000). In coal mining the principal disputes were the one referred to above, involving employees of the Philadelphia & Reading Coal & Iron Co., and a strike of Susquehanna Collieries Co. employees at Nanticoke and Glen Lyon, Pa., which was still in progress at the end of July. In the machinery manufacturing group there was the Philco strike in Philadelphia which began in May and had not been settled by the end of July. In textiles the largest strike was in cotton-goods plants of the Proximity Manufacturing Co. and the Revolution Cotton Mills at Greensboro, N. C. This was a short strike over the question of a wage decrease, and was settled the sixth day of the strike, when the amount of the wage cut for some employees was reduced. The dispute which occasioned the greatest loss of time in the building and construction industry was the strike from June 30 to July 19 on the 1939 World's Fair project in New York. In trade the largest dispute was that involving warehousemen at San Francisco, Calif. It began July 12 and was still in progress at the end of the month.

TABLE 1.—*Strikes in July 1938, by Industry*

Industry	Beginning in July		In progress during July		Man-days idle during July
	Number	Workers involved	Number	Workers involved	
All industries	**164**	**45,071**	**289**	**76,599**	**665,832**
Iron and steel and their products, not including machinery	**5**	**1,834**	**11**	**3,230**	**40,482**
Bolts, nuts, washers, and rivets	1	87	1	87	1,131
Cutlery (not including silver and plated cutlery) and edge tools	1	644	1	644	12,880
Structural and ornamental metal work	1	1,000	3	1,103	5,513
Tin cans and other tinware			1	1,108	17,308
Tools (not including edge tools, machine tools, files, and saws)	1	89	1	89	712
Wire and wire products	1	14	1	14	70
Other			3	185	2,868
Machinery, not including transportation equipment	**4**	**1,306**	**13**	**6,271**	**80,483**
Agricultural implements	1	600	1	600	600
Foundry and machine-shop products	1	373	6	1,388	20,428
Machine tools	1	252	1	252	504
Radios and phonographs			2	2,304	37,224
Other	1	81	3	1,727	21,727
Transportation equipment	**2**	**724**	**4**	**1,164**	**9,460**
Automobiles, bodies, and parts	1	280	3	720	9,016
Other	1	444	1	444	444
Nonferrous metals and their products	**3**	**650**	**5**	**946**	**10,972**
Lighting equipment	1	57	1	57	855
Silverware and plated ware			1	86	1,720
Smelting and refining—copper, lead, and zinc	1	193	2	403	6,397
Stamped and enameled ware	1	400	1	400	2,000

TABLE 1.—*Strikes in July 1938, by Industry*—Continued

Industry	Beginning in July		In progress during July		Man-days idle during July
	Number	Workers involved	Number	Workers involved	
Lumber and allied products	6	1,957	14	4,582	44,718
Furniture	1	255	1	255	4,080
Millwork and planing	3	1,444	4	2,309	7,956
Sawmills and logging camps	2	258	4	801	13,231
Other			5	1,217	19,451
Stone, clay, and glass products			4	485	9,294
Brick, tile, and terra cotta			2	259	6,584
Glass			1	51	510
Marble, granite, slate, and other products			1	175	2,200
Textiles and their products	24	8,664	34	10,483	76,614
Fabrics:					
Carpets and rugs	1	277	1	277	277
Cotton goods	3	5,240	4	5,740	28,369
Cotton small wares	2	167	2	167	1,670
Silk and rayon goods	5	889	5	889	6,326
Woolen and worsted goods	2	878	2	878	3,497
Other	1	47	3	504	8,807
Wearing apparel:					
Clothing, men's	5	375	2	57	261
Clothing, women's			7	446	3,206
Hats, caps, and millinery	1	47	2	157	2,247
Hosiery	1	515	2	539	9,390
Knit goods	2	211	2	211	510
Other	1	18	2	618	12,054
Leather and its manufactures	7	3,109	11	3,661	27,376
Boots and shoes	6	3,045	7	3,345	24,415
Leather	1	64	2	283	2,163
Other leather goods			2	33	798
Food and kindred products	15	3,459	24	6,014	37,447
Baking	6	758	8	816	4,853
Canning and preserving	2	151	2	151	607
Flour and grain mills			2	167	1,506
Ice cream	1	50	1	50	600
Slaughtering and meat packing	2	1,040	4	1,083	7,814
Sugar refining, cane	2	1,412	3	3,621	21,108
Other	2	48	4	126	959
Tobacco manufactures			1	640	9,600
Cigars			1	640	9,600
Paper and printing	2	250	9	1,327	17,025
Boxes, paper			2	838	13,168
Printing and publishing:					
Book and job	2	250	4	269	1,380
Newspapers and periodicals			2	203	2,375
Other			1	17	102
Chemicals and allied products	4	199	7	542	7,892
Druggists' preparations	2	126	2	126	612
Paint and varnishes	1	9	2	51	876
Petroleum refining			2	301	6,020
Other	1	64	1	64	384
Rubber products	3	288	4	352	5,013
Rubber tires and inner tubes			1	64	960
Other rubber goods	3	288	3	288	4,053
Miscellaneous manufacturing	7	458	13	1,604	14,875
Electric light, power, and manufactured gas	1	9	1	9	36
Broom and brush			1	750	8,250
Furriers and fur factories	2	85	3	91	1,297
Other	4	364	8	754	5,292

TABLE 1.—*Strikes in July 1938, by Industry—Continued*

Industry	Beginning in July		In progress during July		Man-days idle during July
	Number	Workers involved	Number	Workers involved	
Extraction of minerals	**3**	**10,462**	**6**	**11,104**	**82,803**
Coal mining, anthracite	3	10,462	4	10,618	73,251
Coal mining, bituminous			1	465	9,300
Other			1	21	252
Transportation and communication	**15**	**1,444**	**21**	**2,580**	**23,951**
Water transportation	5	561	7	851	2,199
Motortruck transportation	3	56	6	886	12,010
Motorbus transportation	1	18	2	34	490
Taxicabs and miscellaneous	5	772	5	772	9,104
Telephone and telegraph	1	37	1	37	148
Trade	**21**	**3,966**	**39**	**6,227**	**45,713**
Wholesale	6	2,587	11	2,767	7,991
Retail	15	1,379	28	3,460	37,722
Domestic and personal service	**7**	**628**	**14**	**2,038**	**10,553**
Hotels, restaurants, and boarding houses	4	44	8	801	6,282
Laundries	2	560	3	1,180	3,440
Dyeing, cleaning, and pressing	1	24	3	57	831
Professional service	**2**	**56**	**3**	**63**	**259**
Recreation and amusement	2	56	3	63	259
Building and construction	**22**	**1,869**	**35**	**7,092**	**73,682**
Buildings, exclusive of P. W. A.	15	1,032	21	5,294	55,754
All other construction (bridges, docks, etc., and P. W. A. buildings)	7	837	14	1,798	17,928
Agriculture and fishing	**4**	**584**	**5**	**2,784**	**9,512**
Agriculture	4	584	4	584	2,262
Fishing			1	2,200	7,250
W. P. A., relief, and resettlement projects	**5**	**2,773**	**7**	**2,863**	**18,436**
Other nonmanufacturing industries	**3**	**391**	**5**	**547**	**9,672**

Slightly more than half of the strikes beginning in July were in four States, namely, New York (34), Pennsylvania (25), California (16), and New Jersey (11). Pennsylvania had more workers involved, by far, than any other State. The two anthracite strikes referred to previously accounted in a large measure for the 12,700 workers involved in Pennsylvania. Other States having large numbers of workers involved in the July strikes were California (5,300), North Carolina (5,000), New York (4,200), and Wisconsin (3,300). About 52 percent of the idleness because of strikes in July was in Pennsylvania, New York, and California.

Two of the 164 strikes beginning in July extended across State lines. Both of these strikes involved workers in Cincinnati, Ohio, and Covington, Ky. One was a strike of workers in ornamental-iron plants and the other a sympathy strike of construction workers.

TABLE 2.—*Strikes in July 1938, by States*

State	Beginning in July		In progress during July		Man-days idle during July
	Number	Workers involved	Number	Workers involved	
All States	164	45,071	289	76,599	665,832
Alabama	3	295	6	1,059	20,577
Arizona	1	65	1	65	130
California	16	5,256	28	9,967	63,611
Colorado	1	75	2	125	485
Connecticut	2	364	2	364	451
District of Columbia	3	255	5	283	4,943
Illinois	7	1,581	15	2,726	25,228
Indiana	3	431	8	1,199	17,154
Iowa	5	253	6	1,853	21,682
Kansas	1	10	1	10	40
Kentucky	1	100	1	100	100
Louisiana	1	535	2	1,335	19,225
Maine	1	388	1	388	1,164
Maryland	2	81	3	381	4,151
Massachusetts	4	326	7	561	5,989
Michigan	4	415	8	1,668	17,125
Minnesota			3	1,232	5,232
Missouri	5	1,086	7	1,163	15,499
Montana	1	193	2	223	4,417
Nebraska	1	48	2	94	1,390
New Jersey	11	1,977	15	2,944	15,092
New York	34	4,176	60	11,895	133,564
North Carolina	1	4,982	1	4,982	14,946
Ohio	7	3,612	15	4,021	39,856
Oklahoma	1	23	2	103	1,807
Oregon	4	439	5	1,089	5,474
Pennsylvania	25	12,660	43	18,417	149,435
Rhode Island	2	679	3	879	6,284
South Carolina			1	175	2,200
Tennessee	2	80	3	230	4,262
Texas	4	109	6	241	3,767
Virginia	1	255	2	271	4,480
Washington	1	12	4	272	5,190
West Virginia			1	109	2,834
Wisconsin	7	3,296	12	4,463	31,711
Interstate	2	1,014	6	1,712	16,337

The average number of workers involved in the strikes beginning in July was 275. Nearly 60 percent of the 164 strikes involved fewer than 100 workers each, 30 percent involved from 100 to 500 workers each, and in about 10 percent of the strikes 500 or more workers were involved in each. Only the anthracite strike, referred to previously, involved as many as 5,000 workers.

TABLE 3.—*Strikes Beginning in July 1938, Classified by Number of Workers Involved*

Industry group	Total	Number of strikes in which the number of workers involved was—					
		6 and under 20	20 and under 100	100 and under 500	500 and under 1,000	1,000 and under 5,000	5,000 and under 10,000
All industries	164	41	56	49	8	9	1
Manufacturing							
Iron and steel and their products, not including machinery	5	1	2		1	1	
Machinery, not including transportation equipment	4		1	2	1		
Transportation equipment	2			2			
Nonferrous metals and their products	3		1	2			
Lumber and allied products	6	1	1	3		1	
Textiles and their products	24	4	6	11	2	1	
Leather and its manufactures	7		5	1		1	
Food and kindred products	15	2	6	5		2	
Paper and printing	2	1		1			
Chemicals and allied products	4	1	2	1			
Rubber products	3	1		2			
Miscellaneous manufactures	7	1	4	2			
Nonmanufacturing							
Extraction of minerals	3			1		1	1
Transportation and communication	15	4	8	2	1		
Trade	21	9	6	4	1	1	
Domestic and personal service	7	5	1		1		
Professional service	2	1	1				
Building and construction	22	9	8	4	1		
Agriculture and fishing	4	1	1	2			
W. P. A., relief, and resettlement projects	5		1	3		1	
Other nonmanufacturing industries	3		2	1			

Thirty-six percent of the strikes beginning in July were called primarily over wage-and-hour issues and the same proportion was called principally over union-organization matters. The wage-and-hour strikes were larger on the average than the union-organization strikes—the first group including 48 percent and the latter group only 25 percent of the total workers involved. Thirty-one percent of the workers involved were striking in protest against wage reductions.

In 28 percent of the strikes, involving a similar proportion of the total workers, the disputed issues were miscellaneous matters including union rivalry, sympathy, jurisdiction, and various grievances such as increased work load, work-equalization questions, delayed pay, change in classification of work, and vacations with pay.

TABLE 4.—*Major Issues Involved in Strikes Beginning in July 1938*

Major issues	Strikes		Workers involved	
	Number	Percent of total	Number	Percent of total
All issues	164	100.0	45,071	100.0
Wages and hours	59	36.0	21,454	47.6
Wage increase	26	15.9	6,971	15.5
Wage decrease	23	14.0	13,947	31.0
Wage increase, hour decrease	7	4.3	374	.8
Wage decrease, hour increase	1	.6	10	(1)
Hour decrease	2	1.2	152	.3
Union organization	59	36.0	11,171	24.8
Recognition	7	4.3	1,723	3.8
Recognition and wages	8	4.9	1,024	2.3
Recognition and hours	1	.6	165	.4
Recognition, wages, and hours	13	8.0	1,694	3.8
Closed shop	23	14.0	3,835	8.4
Discrimination	5	3.0	216	.5
Other	2	1.2	2,514	5.6
Miscellaneous	46	28.0	12,446	27.6
Sympathy	6	3.7	1,031	2.3
Rival unions or factions	7	4.3	745	1.7
Jurisdiction	4	2.4	110	.2
Other	29	17.6	10,560	23.4

[1] Less than 1/10 of 1 percent.

Bureau records show that 164 of the 289 strikes in progress during July were terminated by the end of the month. About one-third of the strikes lasted less than a week, 43 percent of them lasted from a week to a month, and 24 percent lasted for a full month or more—8 strikes in the latter group having been in progress for 3 months or more. Only one of these long strikes involved a large number of workers—a strike of nearly 800 employees of the River Raisin Paper Co., at Monroe, Mich., which started early in April because of a wage reduction. The company signed a union agreement on July 20, the union agreeing to accept the reduction.

TABLE 5.—*Duration of Strikes Ending in July 1938*

Industry group	Total	Number of strikes with duration of—					
		Less than 1 week	1 week and less than ½ month	½ and less than 1 month	1 and less than 2 months	2 and less than 3 months	3 months or more
All industries	164	55	41	29	21	10	8
Manufacturing							
Iron and steel and their products, not including machinery	5		1	1	3		
Machinery, not including transportation equipment	3	1		1	1		
Transportation equipment	2	1	1				
Nonferrous metals and their products	1			1			
Lumber and allied products	7		1	3	1	2	
Stone, clay, and glass products	1					1	
Textiles and their products	19	8	6	2	2		1
Leather and its manufactures	7	3	2	1	1		
Food and kindred products	15	5	4	2		1	3
Paper and printing	6	1		2		1	2
Chemicals and allied products	2	1	1				
Miscellaneous manufacturing	8	2	2	1	2	1	
Nonmanufacturing							
Extraction of minerals	4	1	1		1		1
Transportation and communication	16	6	6	2	1	1	
Trade	20	7	2	4	4	2	1
Domestic and personal service	7	2	4	1			
Professional service	2	1		1			
Building and construction	26	7	7	7	5		
Agriculture and fishing	4	3				1	
W. P. A., relief, and resettlement projects	7	5	2				
Other nonmanufacturing industries	2	1	1				

Government conciliators and labor boards assisted in working out settlements for nearly 60 percent of the workers involved in the strikes ending in July. Thirty-nine percent of the strikes were settled with the assistance of these agencies, while about 37 percent of the strikes, including 33 percent of the workers, were settled directly between the companies and union officials.

Twenty-one percent of the strikes, including less than 8 percent of the total workers, were terminated without formal settlements. In most of these cases the employees went back to work without a settlement of the disputed issues or they lost their jobs entirely when the employers replaced them with new workers, moved, or went out of business.

TABLE 6.—*Methods of Negotiating Settlements of Strikes Ending in July 1938*

Negotiations toward settlements carried on by—	Strikes		Workers involved	
	Number	Percent of total	Number	Percent of total
Total	164	100.0	48,409	100.0
Employers and workers directly	3	1.8	133	.3
Employers and representatives of organized workers directly	60	36.6	15,723	32.5
Government conciliators or labor boards	64	39.1	28,529	58.9
Private conciliators or arbitrators	2	1.2	357	.7
Terminated without formal settlement	35	21.3	3,667	7.6

Of the 164 strikes ending in July, 28 percent resulted in substantial gains to the workers, 40 percent in partial gains or compromises, and 26 percent brought little or no gains to the workers. Of the 48,409 workers involved, 19 percent obtained substantially all that was demanded, 61 percent obtained compromise settlements, and 16 percent gained little or nothing.

TABLE 7.—*Results of Strikes Ending in July, 1938*

Results	Strikes		Workers involved	
	Number	Percent of total	Number	Percent of total
Total	164	100.0	48,409	100.0
Substantial gains to workers	46	28.0	9,140	18.9
Partial gains or compromises	65	39.7	29,763	61.5
Little or no gains to workers	43	26.2	7,801	16.1
Jurisdiction, rival union, or faction settlements	10	6.1	1,705	3.5

A larger proportion of the strikes over wages and hours were successful from the workers' point of view than of the strikes over union-organization matters. Of the wage-and-hour strikes, 35 percent were successful, 41 percent were compromised, and 24 percent lost. Of the strikes over union-organization matters, 26 percent were successful, 44 percent were compromised, and 30 percent lost.

In terms of workers involved, however, the union-organization strikes appear to have been the more successful. Only 14 percent of the workers involved in wage-and-hour strikes won their demands, 59 percent obtained compromises, and 27 percent gained little or nothing. This 27 percent of unsuccessful wage-and-hour strikers was about evenly divided between workers failing to get demanded increases and those failing in their attempt to prevent wage decreases. In the union-organization strikes, 31 percent of the workers won their demands, 57 percent obtained compromises, and 12 percent lost.

TABLE 8.—*Results of Strikes Ending in July 1938, in Relation to Major Issues Involved*

Major issues	Strikes resulting in—				
	Total	Substantial gains to workers	Partial gains or compromises	Little or no gains to workers	Jurisdiction, rival union, or faction settlements
	Number of strikes				
All issues	164	46	65	43	10
Wages and hours	54	19	22	13	
Wage increase	26	11	8	7	
Wage decrease	17	4	8	5	
Wage increase, hour decrease	10	4	5	1	
Wage decrease, hour increase	1		1		
Union organization	74	19	33	22	
Recognition	10	3	5	2	
Recognition and wages	8	2	2	4	
Recognition and hours	2	1	1		
Recognition, wages, and hours	20	6	10	4	
Closed shop	26	4	13	9	
Discrimination	4	2	1	1	
Other	4	1	1	2	
Miscellaneous	36	8	10	8	10
Sympathy	3	3			
Rival unions or factions	6				6
Jurisdiction	4				4
Other	23	5	10	8	
	Number of workers involved				
All issues	48,409	9,140	29,763	7,801	1,705
Wages and hours	18,209	2,586	10,652	4,971	
Wage increase	3,951	838	628	2,485	
Wage decrease	12,701	1,483	8,751	2,467	
Wage increase, hour decrease	1,547	265	1,263	19	
Wage decrease, hour increase	10		10		
Union organization	18,673	5,873	10,631	2,169	
Recognition	3,901	649	2,692	560	
Recognition and wages	1,678	228	1,114	336	
Recognition and hours	206	41	165		
Recognition, wages, and hours	2,205	501	1,592	112	
Closed shop	10,394	4,240	5,038	1,116	
Discrimination	177	140	23	14	
Other	112	74	7	31	
Miscellaneous	11,527	681	8,480	661	1,705
Sympathy	249	249			
Rival unions or factions	1,305				1,305
Jurisdiction	400				400
Other	9,573	432	8,480	661	

RAILROAD EMERGENCY BOARD RECOMMENDS AGAINST WAGE REDUCTION

THE Emergency Board appointed September 27, 1938, under section 10 of the Railway Labor Act, recommended on October 29 that the railway companies rescind their wage reduction orders, which had brought on the emergency.[1] It has been estimated that the proposed reduction of 15 percent would have totaled about $250,000,000 a year. The Board made its recommendation after a series of public hearings and a thorough study of the situation as presented by both the carriers and their employees. The members of the Board were Walter P. Stacy, chief justice of the Supreme Court of North Carolina, chairman, James M. Landis, dean of the Harvard Law School, and Harry A. Millis, retiring chairman of the department of economics at the University of Chicago.

On November 4 the railroads withdrew their orders for the wage reduction. The antecedent developments were summarized by the Board as follows:

On May 12, 1938, the carriers involved served on certain of their employees formal notices in writing of their intention to reduce rates of pay 15 percent on July 1, 1938. After preliminary negotiations it was agreed that the matter should be handled on a national basis. Efforts at settlement were unavailing. Mediation was thereupon invoked and followed without adjusting the dispute. Consequently, as required by the Railway Labor Act, the National Mediation Board requested the parties to submit the controversy to arbitration. The carriers signified their willingness to arbitrate. The employees declined. On August 31, 1938, the National Mediation Board formally notified the parties of the termination of its services. This automatically stayed the original notices for an additional 30 days. The carriers then notified their respective employees that the notices would be put into effect on October 1, 1938. Strike votes were taken and, on September 26, the employees announced their intention to call a Nation-wide strike unless the wage-reduction proposals of the carriers were withdrawn. On the following day the National Mediation Board notified the President that, in its judgment, the unadjusted dispute between the parties threatened substantially to interrupt interstate commerce to a degree such as to deprive the country of essential transportation service. The President thereupon created an Emergency Board, under section 10 of the Railway Labor Act, to investigate and report respecting the dispute.

The Board in its report summarized earlier wage controversies and movements and analyzed briefly the problems of the country's railroad system. The report also summarized the carriers' case as it was

[1] Emergency Board appointed September 27, 1938, under section 10 of the Railway Labor Act. Report in re Atchison, Topeka & Santa Fe Railway and other class I railroads and certain of their employees. Washington, 1938.

presented to the Board and, in a similar manner, the employees' defense. In its presentation of its findings and recommendations, the Board stated that the issue before it concerned the specific proposal to reduce wages horizontally by 15 percent and that this wage proposal was the problem before the Board. Since this issue, however, had been precipitated primarily by the financial needs of the carriers, it was necessary to give some consideration to the railway problem as a whole. One of the financial problems considered was the continuing decline in operating revenue. To that permanent situation, the Board asserted, the carriers will need to adjust themselves by means more heroic than wage reductions. The means suggested relate to the processes of reorganization, which should be carried out with a recognition of the futility of attempting to preserve values that already have been long dead.

Conclusions of the Board

The Board in arriving at its recommendation stated that the considerations most relevant to the issue concerned three factors: (*a*) The trends in wages and earnings of railway labor and of labor in other industries; (*b*) current rates of pay of railway employees and of other comparable workers; and (*c*) the current wage situation, particularly as affecting the movement of wage rates among workers generally. In concluding the presentation of its findings and recommendation, the Board stated:

"Examination of the data above detailed leads us consequently to the conclusion that the level of wages of railway labor is not high when compared with wage levels in other industries. Nor do wage trends show that railway wages have advanced proportionately greater than wages in other industries. Instead they seem to show a slight lag, though, on the other hand, they show greater resistance to decline than wages in other industries. Furthermore, no justification arises for a wage reduction from the current wage situation in other industries. There, no general movement to reduce wages has made its appearance. These considerations lead us to the conclusion that the carriers' proposal can derive no sustenance from the contention that railway wages as a whole are too high.

"We have thus far dealt with the problem from the standpoint that the carriers' inability to pay is characterized by a short-term aspect. To date it is so. The employees emphasize the fact that an upturn in the volume of business has already taken place. While carloadings are still below 1937 levels, there is hope that within a reasonable period further substantial increases in carloadings will take place. Furthermore, because of the rate increases granted last March by the Interstate Commerce Commission, a volume of tonnage some 8.8 percent less will bring operating revenues into parity with 1937. These factors, together with recognized differences in the depth of

business decline, distinguish the situation in 1938 from that which prevailed in 1932. Naturally, we cannot rest our conclusion merely upon a prevalent but possibly unwarranted optimism. It may, indeed, eventuate that operating revenues will fail to return within a reasonable period to 1937 levels or thereabouts. Furthermore, it may well be that the hoped for relief from the development of a national transportation policy and other similar measures will not be forthcoming. Then the inability of the roads to pay would turn from a short-time to a long-time aspect, and avenues of relief through wage reductions would have to be explored. The 30-day clause of the existing agreements would provide this opportunity.

"But if the occasion should arise for the carriers at such time to pursue that course, it would be well for them to consider certain observations that the Board believes it wise to express. The first of these is that wage reduction upon a horizontal national scale, as that proposed in this case, possesses distinct drawbacks. We have already commented upon the failure of such a proposal to distribute the benefit of such savings as might be effected to the needier roads. Moreover, if the needs of the roads as they exist relate specifically to such factors as maintenance expenditures, the purchase of equipment, the payment of accrued interest in order to reestablish credit, no savings achieved by such a proposal are in any sense earmarked for these ends. That savings would in all likelihood be devoted in large measure to such purposes may be admitted, but wise statesmanship on the part of railroad management should look to making such applications certain. Some better administrative mechanism could seemingly be devised to avoid these drawbacks that attend a proposal merely to reduce wages upon a national scale.

"A further defect attends such a proposal. Its incidence would fall alike upon all classes of labor from operating service to maintenance of way employees and extra gang men. Better paid and less well paid would fare alike. A different principle of wage reduction has normally been deemed more equitable, i. e., reductions that have regard to the ability of the varyingly paid groups of railway labor to take the shock of decreased pay. The Lane commission in 1918, in recommending wage increases, followed such a principle. The Railroad Labor Board in 1921 in Decision No. 147 applied it in its wage reductions. That difficulties inhere in its application are apparent, but the difficulties do not appear to have been insurmountable.

"In this connection the Board thinks it right to observe that the suggestion that has been entertained by some of suspending for a period of time, more or less dependent upon the volume of traffic, the wage increases granted in 1937 would introduce a somewhat inequitable element, assuming for the purpose of illustration that a reduction of about that percentage should be made. This flows from the fact that differentials in wage rates among the various

groups of railway employees exist. That the differentials prior to 1937 operated too favorably in behalf of the more highly paid employees seems tacitly to have been admitted at that time, for the increases benefited percentagewise the lower-paid groups of employees more than those in the higher brackets. Consequently, to suspend these increases would be to operate according to the analogy of regressive rather than progressive taxation—making the burdens fall with undue weight upon those least able to meet them. True, a temporary suspension of these increases would not permanently affect either the wage structure or the differentials that now characterize it. But temporary suspension would, nevertheless, bring into operation the regressive feature remarked upon above.

"Consideration of savings in labor costs could also focus upon certain problems that should engage the attention of management and men more openly than has hitherto been the case. These flow from regulations prevalent in the operating service that call for pay not commensurate with the amount of additional benefit rendered. Some of these regulations have been relaxed or dropped, but a frank, candid inquiry as to their equitable nature could well be made the obligation of both management and men.

"Finally, the Board would observe that hardly more important problems face management today than the handling of their relationships with labor. Their solution along fundamentally sound and equitable lines demands the best effort and the best talent that management and men can give. The testimony in this case with regard to the pursuit of penetrating and thoughtful inquiry by the highest executive officials in the railroads prior to concluding to press the present proposal for wage reductions, has not been impressive. The burden of sustaining a proposal to increase or decrease wages naturally rests upon those who initiate it. Indeed, were we to analogize the function of this Board in reviewing the administrative determination of management to reduce wages by the present proposal to review by a court over the judgment of an administrative tribunal, we would be compelled to conclude that those procedures, which should be pursued in order to assure that the basis for the fashioning of policy has been thoroughly explored, appear to be wanting in this instance. If this analogy were valid, we would for those reasons be justified in reversing the conclusion of the carriers and remand the case for redetermination in the light of more thorough exploration. But we do not press this analogy. We advert to it only to illustrate that important and persuasive determinations, such as must underlie decisions to reduce or increase wages, should call into play the wisest and most responsible officials from management and men.

"We conclude that no horizontal reduction upon a national scale of the wages of railway labor should be pressed by the carriers at this time."

ACTIVITIES OF UNITED STATES CONCILIATION SERVICE, SEPTEMBER 1938

IN SEPTEMBER the United States Conciliation Service disposed of 272 situations involving 105,582 workers. The services of this agency were requested by employees, employers, and other interested parties.

There were 138 strikes, threatened strikes, lockouts, and controversies, involving 82,818 workers. The remaining 134 situations, involving 22,764 workers, were services rendered such as requests for information, adjustments of complaints, conferences regarding labor conditions, etc.

Activities of the Service were utilized by employees and employers in 36 States and the District of Columbia (table 1).

The facilities of the Service were used in 23 major industrial fields, such as automobile, building trades, foods, iron and steel, textiles, etc. (table 2).

TABLE 1.—*Situations Disposed of by U. S. Conciliation Service, by States, September 1938*

State	Disputes		Other situations		Total	
	Number	Workers involved	Number	Workers involved	Number	Workers involved
United States	138	82,818	134	22,764	272	105,582
Alabama	2	83	5	5	7	88
Arizona			1	1	1	1
California	7	1,820	12	17	19	1,837
Connecticut	1	350	2	2	3	352
District of Columbia	2	65	17	136	19	201
Georgia	3	2,725	1	1	4	2,726
Illinois	5	202	13	1,421	18	1,623
Indiana	2	241	4	304	6	545
Iowa	2	262			2	262
Kentucky	1	35			1	35
Louisiana	4	8,143			4	8,143
Maryland	4	3,157	2	2	6	3,159
Massachusetts	8	2,610	7	2,601	15	5,211
Michigan	2	15,200	1	1	3	15,201
Minnesota	6	2,421	2	6	8	2,427
Missouri	5	3,124	4	270	9	3,394
New Hampshire			1	375	1	375
New Jersey	3	742	2	2	5	744
New York	11	3,577	12	16	23	3,593
North Carolina	1	203			1	203
North Dakota			1	1	1	1
Ohio	12	2,599	10	10	22	2,609
Oklahoma			3	522	3	522
Oregon	1	500	4	2,052	5	2,552
Pennsylvania	31	25,034	8	10,916	39	35,950
Rhode Island	2	1,200	2	251	4	1,451
South Carolina			1	250	1	250
Tennessee	8	1,875	3	3	11	1,878
Texas	5	1,051	7	592	12	1,643
Utah	2	1,500			2	1,500
Vermont	1	5	1	1	2	6
Virginia			2	2	2	2
Washington	6	3,929	3	2,752	9	6,681
West Virginia	1	165	1	1	2	166
Wisconsin			1	1	1	1
Wyoming			1	250	1	250

TABLE 2.—*Situations Disposed of by U. S. Conciliation Service, by Industries, September 1938*

Industry	Disputes		Other situations		Total	
	Number	Workers involved	Number	Workers involved	Number	Workers involved
United States	138	82,818	134	22,764	272	105,582
Agriculture			1	1	1	1
Automobile	9	16,792			9	16,792
Building trades	14	11,636	14	15	28	11,651
Communications	4	13,207	1	250	5	13,457
Domestic and personal	8	1,499	3	117	11	1,616
Food	19	7,795	12	111	31	7,906
Iron and steel	9	3,787	4	24	13	3,811
Leather	3	948	1	1	4	949
Lumber:						
Furniture	1	95	1	1	2	96
Other	7	2,595	9	2,312	15	4,907
Machinery	4	3,122	7	2,908	11	6,030
Maritime	4	1,450	8	13	12	1,463
Mining	1	325	4	4	5	329
Motion picture	1	15	3	3	4	18
Nonferrous metals	5	5,379			5	5,379
Paper and printing	1	616	2	2	3	618
Petroleum	1	1	7	1,279	8	1,280
Rubber	1	200	1	1	2	201
Stone, clay, and glass	9	1,256	2	2	11	1,258
Textile:						
Cotton	5	3,002	5	5	10	3,007
Other	9	1,715	11	3,253	20	4,968
Trade	6	1,131	3	3	9	1,134
Transportation	11	4,986	9	14	20	5,000
Utilities	1	5			1	5
Unclassified	5	1,261	26	12,445	31	13,706

Wages and Hours of Labor

EARNINGS AND HOURS IN PRIVATE SHIPYARDS AND NAVY YARDS[1]

A COMPARISON is here presented of earnings and hours between private shipyards and United States navy yards, individual data for which were published respectively in the September and October 1938 issues of the Monthly Labor Review. Data for the two Pacific coast navy yards, as well as for certain employees such as masters and those working on estimating and planning, included in the original report, have been omitted here in order to achieve comparability between the two kinds of yards as to geographical location and occupational set-up.

For all employees combined, average hourly earnings in August 1936, the time of the original survey, were 90.0 cents in navy yards and 77.8 cents in private shipyards. Since that time, however, increases in hourly earnings have been granted to employees in private shipyards. Based on monthly reports of employment and pay rolls to the Bureau, the average for the entire shipbuilding industry 2 years later, i. e., August 1938, was 83.6 cents. On the basis of this figure, it is estimated that the average for the 8 large private shipyards included in this comparison was about 85 cents in August 1938, thus making a difference of approximately 5 cents in hourly earnings between private shipyards and navy yards.

Average weekly hours of all employees in August 1936 were 39.5 in navy yards and 36.4 in private shipyards. This lower average in private shipyards was due primarily to the fact that when the N. R. A. was abolished these yards still had a number of uncompleted contracts containing the 36-hour maximum provided for by the shipbuilding code. The navy yards, on the other hand, were not affected by this provision. Since navy yards had higher average hourly earnings as well as longer weekly hours than private shipyards, their average weekly earnings in August 1936 were also higher, the averages being $35.59 for navy yards and $28.34 for private yards. Weekly earnings in private shipyards rose to a high of $32.79 in December 1937 and then receded to $29.99 in August 1938, according to the monthly reports of employment and pay rolls received by the Bureau for the entire shipbuilding industry.

[1] Prepared by J. Perlman, O. R. Mann, D. L. Helm, and J. T. O'Brien of the Bureau's Division of Wages, Hours, and Working Conditions.

In addition to both higher hourly and weekly earnings in navy yards as compared with private shipyards, the employees in the former also enjoyed, on the whole, certain advantages over those in the latter, in connection with holidays, vacations, sick leave, and pensions. These benefits have been provided at different times by Congress and apply not only to navy-yard workers but also to all Government employees. Private shipyards do excel, however, in provision of insurance plans, mostly group life. No such plans exist in navy yards.

Comparability of Data

Before making any detailed comparisons between private shipyards and navy yards, it is necessary to discuss the comparability of the data.

From the standpoint of product, the two branches of the industry are fairly comparable. The navy yards are engaged exclusively in the construction and repair of naval vessels. On the other hand, the private shipyards were limited to the building of naval ships, practically all the repair work on the latter being confined to navy yards. Furthermore, the private shipyards are also engaged to some extent in the construction and repair of commercial vessels. However, the amount of new construction in naval vessels was so preponderant in both kinds of yards in August 1936 that the relatively small amount of other work [2] would not affect the comparison.

Similarly, it is possible to achieve geographical comparability in the data by omitting from the navy figures the two Pacific coast yards, thus making the comparison on the basis of the Atlantic coast yards only for both branches of the industry. Moreover, this geographical comparison is further validated by the close parallelism in the geographical location between the two kinds of yards along the Atlantic coast.

With respect to all occupations combined, comparability between the private and navy yards may be further brought about by omitting from the navy data the group classified as inspecting and estimating employees, and also the occupation of masters among the supervisory employees. These relatively small groups of workers, although they are closely connected with the construction of vessels, were not included in scheduling the private yards.

While it is relatively easy to achieve comparability between the two branches of the industry on the basis of totals, great care must be exercised in making comparisons covering groups of employees classified according to skill and occupation.

As regards the groups classified according to skill, an analysis of the occupations included in each case indicates a fairly close comparability

[2] It should also be noted that fundamentally there is not much difference as regards construction and repair work between private and naval vessels.

between private and navy yards for drafting, supervisory (outside of masters), skilled, and apprentice employees. However, the two branches of the industry do not agree as to the line to be drawn between semiskilled and unskilled employees. This is due to the fact that the private shipyards employ a large number of handy men, whose duties fall between those of journeymen and helpers. These handy men are classified as semiskilled, while the helpers are considered unskilled. In the navy yards, on the other hand, there is no classification of handy men, practically all of their work being performed by helpers, who are classified as semiskilled employees, the unskilled workers being limited to the laborers. In view of this overlapping between the semiskilled and unskilled groups, it is necessary to combine the two in making any comparisons between private and navy yards.

The occupational groups that may be used in making comparisons between the two branches of the industry, therefore, are drafting employees, supervisory employees (exclusive of masters), skilled workers, semiskilled and unskilled workers, and apprentices (see table 1).

TABLE 1.—*Average Hourly Earnings and Weekly Hours and Earnings in Shipbuilding Industry on Atlantic Coast, by Type of Shipyard and Occupational Groups, August 1936*

Occupational group	Number of employees		Average hourly earnings		Average weekly hours		Average weekly earnings	
	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards
All employees [1]	23,230	27,887	$0.900	$0.778	39.5	36.4	$35.59	$28.34
Drafting employees	1,057	1,162	1.240	1.137	39.1	39.6	48.42	45.07
Supervisory employees [2]	725	1,401	1.328	1.105	39.9	38.9	53.04	42.95
Skilled workers	13,770	12,294	1.000	.887	39.7	36.2	39.65	32.11
Semiskilled and unskilled workers	7,232	11,967	.644	.611	39.3	36.2	25.29	22.10
Apprentices	446	1,063	.465	.495	39.7	35.5	18.47	17.55

[1] Exclusive of inspecting and estimating employees and masters or equivalent groups.
[2] Exclusive of masters or equivalent groups.

While a given occupational group in each branch of the industry has on the whole the same range of occupations, there is considerable variation as to the boundary lines between the individual occupations within that occupational group. As a result, any comparisons for an individual occupation between private and navy yards may be made only in those instances where the duties are strictly comparable. This necessarily reduces the number of such comparisons. In order to broaden the detailed occupational comparison, however, it is possible to construct certain wide occupational classes, which are more nearly comparable between the two branches of the industry. The

various individual occupations for which comparisons are possible between private and navy yards are presented in table 2.

TABLE 2.—*Average Hourly Earnings and Weekly Hours and Earnings in Shipbuilding Industry on Atlantic Coast, by Type of Shipyard and Occupational Classes, August 1936*

Occupational class	Number of employees		Average hourly earnings		Average weekly hours		Average weekly earnings	
	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards
Drafting employees:								
Engineers—								
Drafting (chargemen)	71	89	$2 077	$1. 695	39. 1	40. 1	$81. 31	$68. 00
Associate, drafting (checkers)	163	88	1. 617	1. 408	39. 0	40. 4	63. 10	56. 88
Engineering draftsmen	727	849	1. 143	1. 133	39. 1	39. 5	44. 63	44. 77
Engineering draftsmen, junior and tracer	96	136	. 713	. 616	39. 0	39. 5	27. 82	24. 32
Skilled workers:								
Blacksmiths	111	81	. 989	. 908	39. 9	37. 2	39. 40	33. 73
Boilermakers	299	134	1. 011	. 924	39. 7	36. 2	40. 08	33. 49
Coppersmiths	241	178	1. 057	1. 018	39. 6	35. 0	41. 87	35. 64
Electricians	970	901	1. 067	. 887	39. 9	36. 5	42. 56	32. 37
Joiners	276	292	1. 020	. 870	39. 9	36. 8	40. 73	32. 05
Loftsmen	142	134	1. 089	. 982	39. 7	37. 3	43. 26	36. 68
Machinists	3, 903	2, 919	1. 013	. 889	39. 8	36. 7	40. 34	32. 64
Molders and coremakers	260	116	1. 134	. 997	39. 4	37. 8	44. 68	37. 65
Painters	415	669	. 990	. 820	39. 4	35. 4	38. 96	28. 98
Patternmakers	138	137	1. 200	1. 029	39. 9	36. 3	47. 93	37. 34
Pipefitters	409	639	1. 063	. 870	39. 6	36. 4	42. 08	31. 65
Riveters	72	203	1. 015	. 957	38. 5	34. 3	39. 06	32. 80
Sheet-metal workers	816	951	1. 063	. 886	39. 6	35. 8	42. 10	31. 74
Shipfitters	811	1, 053	1. 005	. 879	39. 5	35. 6	39. 66	31. 28
Shipwrights (carpenters)	371	450	1. 027	. 860	39. 2	37. 4	40. 24	32. 13
Tool and die makers and sinkers	197	69	1. 097	. 910	39. 7	36. 2	43. 53	32. 97
Welders, electric	945	1, 080	1. 006	. 947	39. 4	34. 9	39. 67	33. 03
Welders, gas	139	63	. 992	. 929	39. 5	36. 8	39 22	34. 23
Semiskilled and unskilled workers:								
Holders-on	75	220	. 749	. 738	37. 3	33. 5	27. 94	24. 74
Laborers	1, 649	1, 471	. 596	. 484	39. 6	35. 0	23. 58	16. 91
Apprentices:								
First class (fourth year)	42	121	. 720	. 690	39. 7	35. 9	28. 58	24. 77
Second class (third year)	20	184	. 600	. 566	40. 0	36. 0	24. 00	20. 38
Third class (second year)	224	366	. 480	. 490	39. 7	35. 3	19. 06	17. 32
Fourth class (first year)	160	392	. 360	. 404	39. 7	35. 2	14. 29	14. 21

Average Hourly Earnings

The average hourly earnings of all employees on the Atlantic coast in August 1936 amounted to 90.0 cents for navy yards, as compared with 77.8 cents for private shipyards. This means that there was a difference of 12.2 cents in favor of navy yards. The extent of the difference at the present time cannot be ascertained exactly, but it may be estimated at about 5 cents. There have been increases in private yards, while navy-yard rates have remained unchanged since August 1936.

The extent to which this variance is reflected in the respective distributions may be seen in table 3. The number of employees earning under 60 cents an hour was one-twelfth (8.3 percent) in navy yards,

as against more than one-fifth (22.7 percent) in private shipyards. One-third (34.1 percent) of the navy-yard workers received less than 75 cents, but in private shipyards this number constituted nearly one-half (47.7 percent) of the total labor force. While one-half (50.8 percent) of the employees in navy yards were paid under 95 cents, as many as four-fifths (81.3 percent) earned below that figure in private shipyards. Lastly, although one-fourth (26.8 percent) of the navy-yard workers received $1.05 and over, there were one-tenth (9.8 percent) in that classification in private shipyards.

TABLE 3.—*Cumulative Percentage Distribution of Employees According to Average Hourly Earnings in Shipbuilding Industry on Atlantic Coast, by Type of Shipyard and Occupational Groups, August 1936*

Average hourly earnings	All employees [1]		Drafting employees		Supervisory employees [2]		Skilled workers		Semiskilled and unskilled workers		Apprentices	
	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards
Less than 35 cents	0.1	0.2	------	0.2	------	------	------	------	0.3	0.2	------	4.6
Less than 40 cents	1.0	1.5	------	1.1	------	------	------	------	.9	2.1	35.9	15.1
Less than 45 cents	1.5	3.9	------	1.5	------	------	------	------	2.7	5.9	35.9	34.2
Less than 50 cents	3.8	7.5	------	2.1	------	------	[3]	------	6.8	12.4	86.1	55.5
Less than 55 cents	4.5	16.2	------	3.6	------	0.4	[3]	[3]	9.1	30.6	86.1	75.6
Less than 60 cents	8.3	22.7	------	4.6	------	1.1	0.1	0.4	21.2	44.3	86.1	84.9
Less than 65 cents	16.6	32.6	0.8	7.4	------	1.4	.2	1.3	47.3	65.7	90.6	90.4
Less than 70 cents	27.5	39.6	.9	8.5	0.1	2.1	1.8	4.6	79.2	78.3	90.6	93.2
Less than 75 cents	34.1	47.7	8.4	10.8	.7	2.4	3.4	11.9	95.7	89.1	100.0	97.1
Less than 80 cents	37.3	54.2	12.5	14.4	.7	3.6	6.5	21.1	99.2	93.9	------	98.3
Less than 85 cents	39.2	62.0	12.9	18.8	.8	5.6	9.5	35.3	99.7	96.9	------	99.4
Less than 90 cents	41.6	74.5	23.7	23.1	1.0	9.9	12.6	60.8	99.9	98.9	------	99.7
Less than 95 cents	50.8	81.3	24.5	26.2	4.7	17.5	27.9	74.5	100.0	99.5	------	99.9
Less than 100 cents	64.7	86.3	35.4	29.9	5.2	30.8	50.4	83.8	[4] 100.0	99.8	------	100.0
Less than 105 cents	73.2	90.2	36.2	38.4	5.9	43.5	64.7	90.2	------	99.9	------	------
Less than 110 cents	84.6	92.8	36.9	43.8	7.6	56.5	83.7	93.9	------	100.0	------	------
Less than 115 cents	92.0	94.8	43.9	48.3	10.8	69.0	95.5	96.6	------	[4] 100.0	------	------
Less than 120 cents	94.0	95.9	45.2	54.8	12.6	75.5	98.6	97.9	------	[4] 100.0	------	------
Less than 125 cents	94.8	97.0	46.4	62.0	19.2	79.7	99.6	99.0	------	[4] 100.0	------	------
Less than 130 cents	96.7	97.9	67.2	69.4	44.6	88.0	99.8	99.6	------	[4] 100.0	------	------
Less than 140 cents	97.8	98.7	70.3	79.9	73.0	91.7	99.9	99.9	------	------	------	------
Less than 150 cents	98.4	99.2	75.5	87.0	84.7	94.6	100.0	100.0	------	------	------	------
Less than 160 cents	99.3	99.5	87.0	92.1	95.9	96.4	[4] 100.0	------	------	------	------	------
Less than 180 cents	99.6	99.8	92.5	97.2	98.8	98.0	[4] 100.0	------	------	------	------	------
Less than 200 cents	99.9	100.0	97.4	99.9	100.0	99.5	------	------	------	------	------	------
200 cents and over	.1	[3]	2.6	.1	------	.5	------	------	------	------	------	------

[1] Exclusive of inspecting and estimating employees and masters or equivalent groups.
[2] Exclusive of masters or equivalent groups.
[3] Less than 1/10 of 1 percent.
[4] Simple percentage added is less than 1/10 of 1 percent.

The present wage level of per diem employees in navy yards may be traced back to 1929, at which time the then existing wage structure, which had evolved over a long period of years, was frozen to prevent any reductions in hourly rates. However, since that time general increases in rates per hour took place on two different occasions, due to reductions in weekly hours with the old basic weekly rates being maintained. The first of these increases occurred in March 1931, when the hours per week were shortened from 48 to 44. The second increase took place in March 1934, at which time these

hours were further reduced to 40. Thus, the total decrease in hours with basic weekly rates remaining constant has resulted in a 20-percent gain in hourly rates for per diem workers. Similar increases were granted to salaried employees on September 1, 1935, due to changes resulting from reclassification under the provisions of the Brookhart Salary Act of July 3, 1930.

The recent trend in wages of private shipyards may be seen by an examination of the monthly figures of average hourly earnings based on the Bureau's monthly reports on employment and pay rolls for the shipbuilding industry. These figures are presented for the years 1932 to 1938 in table 4. It should be remembered, however, that these data cover the entire industry as defined by the Census of Manufactures,[3] and consequently are not strictly comparable with the figures for the narrower coverage used in the present survey.

Due primarily to wage reductions during the depression, the average earnings per hour in the entire shipbuilding industry declined in general throughout 1932 and the first half of 1933. The lowest point was reached in June and July 1933, at which time the average stood at 54.9 cents. The N. R. A. code for the shipbuilding industry was approved on July 26, 1933, and as a result the average increased to 64.2 cents in September. Further upward readjustments in wages continued until about September 1934, when the average was 75.2 cents or about 10 percent above the level prevailing at the beginning of 1932. From that time to August 1936 the average remained fairly stable, fluctuating within a relatively narrow range, from 73.3 to 77.4 cents. In August 1936, the average was 75.9 cents, which was a gain of 21 cents, or 38.3 percent, as compared with July 1933, but a gain of only 8.8 cents as compared with the beginning of 1932. In other words, although private shipyards had granted important wage increases prior to August 1936, the average hourly earnings for navy yards in that month were still about 15 percent higher than those in private yards.

Private shipyards continued their wage increases after August 1936. It is impossible to determine exactly to what extent the gap between the wages of navy and private shipyards has been closed, but the evidence at hand indicates that the difference in hourly earnings between the two kinds of yards has become much smaller.

[3] See Monthly Labor Review, September 1938 (p. 502).

TABLE 4.—*Average Hourly Earnings and Weekly Hours and Earnings in Entire Private Shipbuilding Industry, by Months, 1932 to 1937* [1]

[Based on monthly reports of employment and pay rolls obtained by Division of Employment Statistics, Bureau of Labor Statistics]

Year and month	Average hourly earnings [2]	Average weekly hours [2]	Average weekly earnings [3]
1932			
January	$0.671	35.7	$25.86
February	.679	35.8	25.20
March	.641	34.7	24.23
April	.654	37.9	25.68
May	.650	34.3	23.33
June	.621	33.3	23.11
July	.585	38.4	24.35
August	.606	32.0	21.60
September	.621	31.7	21.95
October	.625	32.0	22.66
November	.631	29.7	21.04
December	.606	33.4	22.62
1933			
January	.594	29.8	20.64
February	.613	29.5	20.85
March	.579	30.5	19.98
April	.556	32.1	20.15
May	.552	33.1	20.39
June	.549	31.7	20.09
July	.549	33.4	20.58
August	.616	30.3	20.62
September	.642	30.5	21.24
October	.653	31.1	21.43
November	.665	29.6	21.56
December	.646	31.3	21.41
1934			
January	.696	30.1	21.79
February	.694	30.4	21.59
March	.693	31.0	22.10
April	.690	31.3	21.84
May	.731	32.3	24.07
June	.723	31.5	22.71
July	.746	31.6	23.53
August	.739	31.3	23.16
September	.752	30.5	23.16
October	.748	30.9	23.07
November	.740	30.4	22.32
December	.756	30.5	23.33
1935			
January	.750	31.8	23.81
February	.740	31.6	23.60
March	.752	32.1	24.50
April	.739	32.2	23.89
May	$0.750	33.1	$24.88
June	.742	32.4	24.35
July	.733	32.6	24.13
August	.739	32.8	24.64
September	.756	32.9	24.98
October	.759	33.5	25.58
November	.767	32.9	25.54
December	.774	34.3	26.84
1936			
January	.762	34.5	26.55
February	.758	34.9	26.46
March	.745	35.9	27.00
April	.749	36.2	27.59
May	.753	36.6	27.93
June	.754	36.7	27.65
July	.760	35.9	27.56
August	.759	35.4	27.06
September	.765	34.8	26.84
October	.773	36.0	27.80
November	.772	35.7	27.68
December	.794	35.0	28.02
1937			
January	.782	35.9	28.40
February	.783	35.5	27.53
March	.790	38.1	30.34
April	.816	37.9	31.17
May	.810	37.5	30.77
June	.803	37.6	30.75
July	.816	36.9	30.42
August	.817	38.2	31.44
September	.832	35.8	30.34
October	.830	37.3	31.54
November	.838	36.9	31.02
December	.838	37.0	32.79
1938			
January	.850	37.9	31.21
February	.843	36.2	31.15
March	.832	37.1	31.22
April	.842	36.4	31.57
May	.827	37.0	30.92
June	.833	37.3	31.61
July	.831	37.0	30.90
August	.836	35.9	29.99

[1] The figures are based on identical establishments for 2 consecutive months, there having been a gradual increase in the coverage throughout the period.

[2] The average hourly earnings and average weekly hours are computed from data supplied by a smaller number of establishments, due to the fact that all reporting firms did not furnish man-hours.

[3] The average weekly earnings are computed from figures furnished by all reporting establishments.

The average hourly earnings for the entire industry, as defined by the census, advanced from 75.9 cents in August 1936 to 83.6 cents in August 1938, based on the sample reporting monthly to the Bureau. The average earnings per hour for the eight private shipyards covered

in this survey is now probably close to 85 cents,[4] which would seem to indicate that hourly earnings in private yards are not over 5 cents lower than in navy yards.

Although private shipyards still lagged behind navy yards in average hourly earnings in August 1938, the earnings in private shipyards (83.6 cents per hour) compared very favorably with similar figures in other industries, as obtained by the Bureau in connection with its reports on employment and pay rolls. As regards the manufacturing industries making durable goods, the average hourly earnings in shipbuilding were exceeded only by automobiles (92.4 cents). Likewise, among the remaining industries, only a few exceeded shipbuilding in average earnings per hour, these being petroleum refining (98.6 cents), newspapers and periodicals (97.1 cents), rubber tires and inner tubes (94.1 cents), anthracite coal (90.8 cents), bituminous coal (88.8 cents), and beverages (85.2 cents).

As to the data obtained in this survey, the occupational variances in navy over private yards in August 1936 appear significant. By far the largest difference found between navy and private yards was for supervisory employees. The respective averages amounted to $1.328 and $1.105 an hour, making a difference of 22.3 cents in favor of navy yards. In this connection, it should be mentioned that the private shipyards had considerably more supervisors than navy yards.

Comparing the percentage distributions of supervisory workers in private and navy yards (see table 3), it will be seen that only 1 percent of the employees in navy yards earned under 90 cents an hour, as against one-tenth (9.9 percent) in private shipyards. Whereas only one-eighth (12.6 percent) of the navy-yard workers were paid less than $1.20, there were three-quarters (75.5 percent) in private shipyards under that limit. On the other hand, more than one-half (55.4 percent) of those in navy yards received $1.30 and over, but in private shipyards the corresponding proportion was only one-eighth (12.0 percent) of the total labor force.

Among skilled employees, who constitute by far the most important group numerically, the difference in favor of navy over private yards was 11.4 cents, the respective average hourly earnings amounting to $1.00 and 88.6 cents. This difference varied among the individual occupations shown in table 2, the range being from 3.9 cents for coppersmiths to 19.3 cents for pipefitters. In fact, of the 18 occupations, only 1 had a difference of less than 5 cents, 5 had one of 5 and under

[4] Based on the monthly reports of employment and pay rolls to the Bureau, the average for the entire shipbuilding industry, as defined by the census, was 75.9 cents in August 1936. This may be compared with 77.8 cents for the 8 yards covered in this survey, which is about 2 cents higher than the figure for the entire shipbuilding industry. The difference may be accounted for by the fact that the small shipyards pay, on the whole, somewhat lower wages than the large yards included in the survey, which would tend to reduce the average for the entire industry. In accordance with this, assuming that the occupational distribution due to employment changes has not affected the average, it may be estimated that the August 1938 figure for the 8 large yards is about 85 cents, or somewhat higher than the 83.6-cent average reported for the entire shipbuilding industry.

10 cents, 4 had one of 10 and under 15 cents, and 8 had one of 15 cents and over. For the largest occupation numerically (machinists), the difference amounted to 12.4 cents.

A comparison of the respective distributions for skilled employees (see table 3) shows that, while one-eighth (12.6 percent) of the workers in navy yards received under 90 cents an hour, there were three-fifths (60.8 percent) earning under that amount in private shipyards. On the other hand, although somewhat more than one-third (35.3 percent) of the navy-yard employees were paid $1.05 and over, one-tenth (9.8 percent) of those in private shipyards were found in that classification.

The difference between navy and private shipyards for draftsmen was not much less than for skilled employees. Navy draftsmen as a group averaged $1.24 an hour, while those in private shipyards had an average of $1.137, or a difference of 10.3 cents. It should be noted, however, that the variance was considerably larger for higher-paid employees in this group, amounting to 38.2 cents for drafting engineers (chargemen) and 20.9 cents for associate drafting engineers (checkers). It was only 1 cent for engineering draftsmen, who constituted the majority of the workers in the group, but it amounted to 9.7 cents for the lowest-paid junior and tracer engineering draftsmen. (See table 2.)

These differences for the lowest- and highest-paid employees are confirmed by the distributions for draftsmen. (See table 3.) Thus, none in navy yards earned under 60 cents an hour, which may be compared with 4.6 percent in private shipyards. Similarly, while 1 percent (0.9) in navy yards received under 70 cents, there were 8.5 percent paid less than that in private shipyards. Finally, although 24.5 percent of navy-yard workers earned $1.50 and over, there were only 13.0 percent found in that classification in private shipyards.

The difference in hourly earnings of semiskilled and unskilled workers in navy and private yards amounted to only 3.3 cents, the respective average earnings being 64.4 and 61.1 cents. The increases since 1936 probably have been sufficient to eliminate a difference of this size. There are, however, two individual occupations for which comparisons may be made which indicate wide differences within this group. Thus, for the semiskilled occupation of holders-on the difference was 1.1 cents, as compared with 11.2 cents for the unskilled laborers.

According to the distributions for semiskilled and unskilled workers in table 3, the proportion earning under 60 cents an hour was considerably greater in private yards than in navy yards, being respectively 44.3 and 21.2 percent. On the other hand, the number receiving 60 and less than 70 cents was relatively much smaller in private yards than in navy yards, so that approximately the same percentage (78.3 in private yards and 79.2 in navy yards) were paid

under 70 cents. A larger proportion of employees were also found in the class of 70 and less than 75 cents in navy yards than in private yards, but the proportion of workers earning 75 cents and over was less in navy yards (4.3 percent) than in private yards (10.9 percent).

The apprentices as a group averaged more per hour in private than in navy yards, the respective averages being 49.5 and 46.5 cents, or a difference of 3 cents. Private shipyards, it may be noted, paid on the average 4.4 cents and 1.0 cent an hour more to first- and second-year apprentices, respectively. Navy yards paid on the average about 3 cents an hour more to third- and fourth-year apprentices, as shown in table 2.

When comparing the respective distributions for apprentices (see table 3), it should be kept in mind that in navy yards all apprentices in a given year of training receive the same rate not only within each yard but also from one yard to another. In private yards, on the other hand, the rates varied considerably within each year of apprenticeship in a given yard as well as from one yard to another. As a result, while the navy-yard apprentices were concentrated in four wage classes, those in private yards were spread out over a greater number of wage classes. It should also be noted that the spread in average hourly earnings for all apprentices was greater in private yards than in navy yards, there being a number of apprentices in private yards who earned less than 36 cents and more than 72 cents, which figures represented the range in navy yards.

Along with the above wage differences, it is also essential to consider the percentage of the total workers in each occupational group in both navy and private yards. These figures are as follows:

Occupational group:	*Navy yards (percent)*	*Private shipyards (percent)*
Drafting employees	4.6	4.2
Supervisory employees	3.1	5.0
Skilled workers	59.3	44.1
Semiskilled and unskilled workers	31.1	42.9
Apprentices	1.9	3.8

Thus, the proportion of drafting employees was practically the same in both kinds of yards. Private shipyards had relatively more supervisory workers than navy yards. This is probably due to the fact that private shipyards had relatively fewer skilled and more semiskilled and unskilled employees, so that a larger proportion of supervisory employees was necessary to carry on the work. Lastly, the proportion of apprentices in private shipyards was twice as great as in navy yards.

Weekly Hours

At the time of the survey in August 1936 the average weekly hours of all employees were 39.5 in navy yards and 36.4 in private shipyards, or a difference of 3.1 hours between the two kinds of yards.

A distribution of all employees according to weekly hours in both branches of the industry appears in table 5. It should be noted that those working under 36 hours were mostly persons who on account of absenteeism did not put in a full week at the time of the survey. It appears, however, that whereas this group formed only 2.7 percent in navy yards, it amounted to 14.7 percent in private shipyards. The disparity may be explained by the fact that navy-yard employees are allowed annual and sick leave with pay, so that naturally a smaller proportion of them would be reported here as working part time[5] than in private shipyards. There were 92.3 percent working exactly 40 hours in navy yards, while but 16.6 percent were found to be working this number of hours in private shipyards. The modal concentrations appear in the class of 36 and under 40 hours for private shipyards and in the class of exactly 40 hours for navy yards. The fact is also of interest that, while not a single person worked in excess of 40 hours in navy yards, there were 10.7 percent in that classification in private shipyards.

TABLE 5.—*Simple Percentage Distribution of Employees According to Weekly Hours in Shipbuilding Industry on Atlantic Coast, by Type of Shipyard and Occupational Groups, August 1936*

Weekly hours	All employees [1]		Drafting employees		Supervisory employees [2]		Skilled workers		Semiskilled and unskilled workers		Apprentices	
	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards
Under 32 hours	1.5	8.5	------	1.8	0.3	2.1	1.2	7.9	2.4	10.5	1.1	8.1
32 and under 36 hours	1.2	6.2	------	2.8	.4	3.5	1.0	6.1	2.0	6.8	.5	8.7
36 and under 40 hours	5.0	58.0	94.6	17.4	------	35.7	.7	65.0	.7	56.4	.4	68.4
40 hours	92.3	16.6	5.4	60.8	99.3	43.5	97.1	11.8	94.9	14.4	98.0	12.4
Over 40 and under 44 hours	------	3.0	------	.2	------	3.5	------	2.4	------	4.0	------	1.1
44 and under 48 hours	------	4.7	------	16.2	------	7.5	------	4.2	------	4.1	------	.9
48 and under 56 hours	------	2.7	------	.7	------	3.7	------	2.3	------	3.3	------	.4
56 hours and over	------	.3	------	.1	------	.5	------	.3	------	.5	------	------

[1] Exclusive of estimating and inspecting employees and masters or equivalent groups.
[2] Exclusive of masters or equivalent groups.

[5] In order to avoid distorting the figures on average hourly earnings, the navy-yard employees on annual and sick leave during the pay-roll period covered were reported as working the number of hours for which they were paid. Thus, if the actual hours worked had been taken for navy-yard employees, the average would have been lower and the average hourly earnings for time at work would have been correspondingly higher.

Drafting employees constituted the only group averaging slightly longer hours a week in private yards than navy yards, the respective averages being 39.6 and 39.1. This was due partly to the fact that, whereas in navy yards the prevailing hours were 39 a week, they amounted to 40 hours in private shipyards. In navy yards only 5.4 percent of these employees had a workweek of 40 hours. In private yards, on the other hand, in view of the fact that these employees were exempted from the 36-hour maximum provision in the N. R. A. contracts, three-fifths (60.8 percent) worked exactly 40 hours. It is also due to this fact that 17.2 percent worked over 40 hours in private shipyards, there being not a single employee in that classification in the navy yards.

Supervisory employees averaged 39.9 hours in navy yards and 38.9 hours a week in private shipyards. Nearly all (99.3 percent) of the navy-yard employees worked exactly 40 hours a week, as compared with 43.5 percent working exactly 40 hours in private yards. This accounts for the fact that the average weekly hours were longer in navy yards than in private shipyards. On the other hand, whereas not a single employee in navy yards worked over 40 hours, there were as many as 15.2 percent in that classification in private shipyards. Most of the supervisory employees in private shipyards were not affected by the 36-hour maximum provision in the N. R. A. contracts.

The average weekly hours in navy and private shipyards were, respectively, 39.7 and 36.2 for skilled workers, 39.3 and 36.2 for semiskilled and unskilled workers, and 39.7 and 35.5 for apprentices, the respective differences amounting to 3.5, 3.1, and 4.2 hours. In navy yards, nearly all of these employees worked exactly 40 hours a week. In view of the 36-hour maximum provision in the N. R. A. contracts, however, the vast majority of these workers in private shipyards had average weekly hours of less than 40. The modal concentration for private yards was in the class of 36.0 and under 40.0 hours, the percentages being 65.0 for skilled workers, 56.4 for semiskilled and unskilled workers, and 68.4 for apprentices. The proportion in private shipyards working 40 hours and over was 21.0 for skilled, 26.3 for semiskilled and unskilled, and 14.8 percent for apprentices. Most of these employees were evidently working on other than naval construction, thus exempting them from the provision in the N. R. A. contracts. Not a single employee in navy yards worked over 40 hours a week, but the number in that classification in private shipyards was 9.2 percent for skilled workers, 11.9 percent for semiskilled and unskilled workers, and 2.4 percent for apprentices.

Each of the selected occupations of the skilled workers, semiskilled and unskilled workers, and apprentices, for which figures are shown in table 2, reported higher average weekly hours in navy yards as

compared with private shipyards. The differences ranged from 1.6 to 4.6 hours.

While the above data describe the differences in weekly hours between private and navy yards in August 1936, they have been subject to considerable variation during the past few years.

It will be remembered that reductions in weekly hours in navy yards took place on two separate occasions, one being from 48 to 44 in March 1931 and another from 44 to 40 in March 1934. The provisions on hours in the N. R. A. code for the shipbuilding industry did not apply to navy yards.

In response to a request from President Hoover, for the purpose of spreading employment, some of the major private shipyards voluntarily limited the hours of work to 40 a week in 1932. Due to labor turn-over, absenteeism, and shortage of work, the average per employee on the pay roll was about 35 hours in the first half of 1932, but it dropped below 30 in the first quarter of 1933 (see table 4).

The later changes in hours affecting private shipyards are closely tied up with the history of the N. R. A. The code for the shipbuilding industry was approved on July 26, 1933. In case of construction and repair of merchant vessels, it provided that "no employee on an hourly rate may work in excess of an average of 36 hours per week, based upon a 6 months' period," with a further stipulation that no one was to work more than 40 hours during any 1 week. On the other hand, as regards shipbuilding for the United States Government, the code stipulated that no employee on an hourly rate could work more than 32 hours a week. However, the 32-hour week proved impracticable, and on April 2, 1934, the code was modified to provide a maximum 36-hour week for all employees on an hourly rate engaged in the construction of both private and Government vessels. As regards ship repairing, however, the original provision was retained, namely that no employee on an hourly rate was to work more than 36 hours a week averaged over 6 months, nor more than 40 hours during any 1 week. Average hours per employee on the pay roll fluctuated between 30 and 32 from the late summer of 1933 to the spring of 1935. The change in the code does not appear to have affected this average.

The code for the shipbuilding industry was abolished by the Schechter decision of the United States Supreme Court, but this did not affect the uncompleted contracts entered into during the N. R. A., which provided for a 36-hour maximum workweek. In view of the fact that it takes from 12 to 48 months to complete various kinds of naval vessels, a number of these contracts were still in force at the time of the survey in August 1936. However, as all of the vessels have since been completed, these contracts no longer prevail. Furthermore, since the abolition of the code, the 40-hour week has been allowed by the Navy in letting new contracts, so that at the present time both

private and navy yards are operating primarily on the basis of the 40-hour week. The average hours per employee on the pay roll for the shipbuilding industry, as defined by the census, rose to about 36 in 1936 and to 37 in 1937 and 1938. In August 1936, reports to the Division of Employment and Pay Rolls of the Bureau of Labor Statistics show 35.4 hours per week, whereas in this survey of private yards engaged in construction the average was 36.4.

The main differences between navy yards and private yards in August 1936, other than the 36-hour restriction which has since become ineffective, appear to have been the extremely high proportion of workers in navy yards who worked exactly the normal scheduled hours. The navy yards had no scheduled overtime, and they had sick and annual leave to cover normal absenteeism. There is no means of telling from the data in hand whether navy yards had a smaller labor turn-over than private yards, resulting in a short workweek for both the individual leaving and the individual hired in the week, nor whether they had greater regularity of employment from day to day.

The private yards also had a considerable amount of time in excess of 40 hours; the navy yards, none. In private shipyards, 17.2 percent of the drafting employees, 15.2 percent of the supervisory employees, 9.2 percent of the skilled workers, and 11.9 percent of the semiskilled and unskilled workers worked over 40 hours.

Weekly Earnings

When this survey was made in August 1936 the average weekly earnings of all employees amounted to $35.59 in navy yards and $28.34 in private shipyards. This means a difference of $7.25 in favor of navy as against private yards, which is due to higher average hourly earnings as well as longer weekly hours in the former as compared with the latter.

According to the distributions in table 6, only 5.1 percent of the workers in navy yards earned less than $20 a week, as against nearly one-fifth (18.6 percent) in private shipyards. Whereas one-third (34.9 percent) of navy-yard employees were paid under $30 a week, three-fifths (59.2 percent) were found in that classification in private shipyards. Two-thirds (65.3 percent) of the workers in navy yards received less than $40 a week, but nine-tenths (89.8 percent) of them earned under that figure in private shipyards.

Due to the fact that weekly hours of drafting employees were practically the same in both branches of the industry, the difference in average weekly earnings reflect almost entirely those in average hourly earnings. For the group as a whole, the average earnings per week amounted to $48.42 in navy yards, as compared with $45.07 in private shipyards. There was very little difference in average weekly earnings of the medium-paid engineering draftsmen between navy

and private yards, and the lowest-paid junior and tracer engineering draftsmen averaged only $3.50 more in navy as against private yards. The associate drafting engineers (checkers) received $6.22 more in navy yards than in private yards, but the variance for the highest-paid drafting engineers (chargemen) amounted to $13.31 in navy yards over private yards.

As in the case of average hourly earnings, the differences in the distributions according to average weekly earnings (see table 6) between navy and private shipyards were largely confined to the lowest- and highest-paid employees. Thus, whereas less than 1 percent (0.8) of navy drafting employees earned under $25 per week, there were 8.3 percent paid less than that figure in private shipyards. About 25 percent of the drafting employees in navy yards, but only 13 percent in private shipyards, earned $60 and over.

TABLE 6.—*Cumulative Percentage Distribution of Employees According to Weekly Earnings in Shipbuilding Industry on Atlantic Coast, by Type of Shipyard and Occupational Groups, August 1936*

Weekly earnings	All employees [1]		Drafting employees		Supervisory employees [2]		Skilled workers		Semiskilled and unskilled workers		Apprentices	
	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards	Navy yards	Private shipyards
Less than $10	0.5	1.8	------	0.1	------	0.1	0.3	1.0	1.0	2.7	0.4	3.0
Less than $15	1.8	5.6	------	.8	------	.4	.4	2.0	2.7	8.3	36.5	28.9
Less than $20	5.1	18.6	------	2.8	------	.6	.6	3.2	9.9	32.9	86.1	76.0
Less than $25	15.2	38.2	0.8	8.3	------	2.4	1.1	8.3	41.0	71.2	90.8	92.6
Less than $30	34.9	59.2	8.5	12.6	0.7	5.0	4.7	33.7	95.8	92.7	100.0	99.1
Less than $35	41.6	78.6	23.7	22.0	1.0	15.6	12.7	70.2	99.8	98.2	------	99.9
Less than $40	65.3	89.8	35.4	32.4	5.5	38.0	51.4	90.7	100.0	99.5	------	100.0
Less than $45	90.8	94.6	43.9	46.7	10.3	64.7	93.6	96.9	------	99.9	------	------
Less than $50	95.8	97.2	66.9	65.1	19.6	79.7	99.6	99.2	------	100.0	------	------
Less than $60	98.4	99.1	75.8	86.9	84.8	93.6	100.0	99.9	------	[3] 100.0	------	------
Less than $70	99.6	99.7	92.5	96.0	98.9	97.4	[3] 100.0	100.0	------	------	------	------
$70 and over	.4	.3	7.5	4.0	1.1	2.6	------	(4)	------	------	------	------

[1] Exclusive of inspecting and estimating employees and masters or equivalent groups.
[2] Exclusive of masters or equivalent groups.
[3] Simple percentage added is less than 1/10 of 1 percent.
[4] Less than 1/10 of 1 percent.

The supervisory employees as a group averaged only 1 hour longer in weekly hours in navy yards as compared with private yards, which means that the differences in weekly earnings in favor of the former as against the latter was relatively somewhat larger than that found in connection with average hourly earnings. The difference in average weekly earnings between navy and private yards amounted to $10.09, the respective averages being $53.04 and $42.95.

As one may see from the two distributions in table 6, only 1.0 percent of the supervisory employees in navy yards earned less than $35 a week, which may be compared with 15.6 percent in private shipyards. There were 5.5 percent of navy-yard workers who received under $40,

but more than one-third (38.0 percent) earned less than that figure in private shipyards. Lastly, one-fifth (19.6 percent) received under $50 in navy yards, but four-fifths (79.7 percent) received below that amount in private shipyards.

The average earnings per week of skilled workers were $39.65 in navy yards and $32.11 in private shipyards. This difference of $7.54 is relatively higher than in the case of average hourly earnings, owing to the fact that employees in navy yards worked 3½ hours longer on the average per week than those in private shipyards.

Every one of the skilled occupations for which comparable data are available (see table 2) showed higher average weekly earnings in navy yards as compared with private shipyards. The differences ranged from $4.99 for gas welders to $10.59 for patternmakers.

Looking at the distributions for skilled workers in table 6, it will be seen that, while 4.7 percent of the navy-yard employees earned under $30 a week, this group amounted to one-third (33.7 percent) of the total in private shipyards. Similarly, one-eighth (12.7 percent) of the workers were paid less than $35 in navy yards, as compared with seven-tenths (70.2 percent) in private shipyards. Lastly, one-half (51.4 percent) of the navy-yard employees received under $40, but in private shipyards as many as nine-tenths (90.7 percent) were found in that classification.

It will be remembered that in case of average hourly earnings for semiskilled and unskilled workers, there was only a small difference in favor of navy yards as compared with private shipyards. However, the difference in average earnings per week was relatively much larger, owing to the fact that navy-yard employees averaged about 3 hours more per week than those in private shipyards. This variant amounted to $3.19, the respective averages being $25.29 and $22.10.

For the semiskilled occupation of holders-on, the difference in average earnings per week was $3.20, but it amounted to as much as $6.67 for the relatively important occupation of laborers (see table 2).

Comparing the distributions for semiskilled and unskilled workers in table 6, it appears that, whereas only one-tenth (9.9 percent) of the navy-yard workers earned less than $20, one-third (32.9 percent) of the employees in private shipyards were found under that limit. Furthermore, two-fifths (41.0 percent) of the workers in navy yards received less than $25, which may be compared with seven-tenths (71.2 percent) in private shipyards.

The apprentices as a group averaged 92 cents more a week in navy yards than in private shipyards, the two averages amounting respectively to $18.47 and $17.55. This difference was due entirely to longer hours in navy yards than in private shipyards, as the difference in average hourly earnings favored the latter over the former.

Each class of apprentices earned more per week on the average in navy yards than in private shipyards. According to the distributions in table 6, however, the weekly earnings favored the navy yards as against the private shipyards only for the very lowest- and highest-paid apprentices. Thus, while less than one-half of 1 percent earned under $10 per week in navy yards, this group amounted to 3.0 percent in private shipyards. Likewise, there were 9.2 percent paid $25 and over in navy yards, which may be compared with 7.4 percent in private shipyards, although a few employees in the latter earned more than the maximum paid in the former.

It should be noted that there have been no changes in basic weekly rates of navy-yard employees since 1929. Thus, the reductions in weekly hours in March 1931 and 1934 were made at the same weekly basic earnings, which increased the hourly earnings in the various occupations. On the other hand, the weekly earnings of employees in private shipyards have been affected in recent years, not only by changes in wage rates, but also by changes in weekly hours. This may be seen from the data in table 4, which presents the average weekly earnings based on the monthly reports of employment and pay rolls compiled by the Bureau of Labor Statistics for the entire industry as defined by the Census of Manufactures.

According to table 4, the average earnings per week for all private shipyards declined in general throughout 1932 and the first quarter of 1933. The lowest point was reached in March of that year, when the figure stood at $19.98. On the whole, the average weekly earnings increased after that month, the figure being $29.99 in August 1938. However, the figure for August 1938 is still considerably less than that for navy yards.

Although the average earnings per week in private shipyards were still below those in navy yards in August 1938, the average in private shipyards was considerably higher than that in most other industries, if comparisons are made with similar figures based on the reports of employment and pay rolls. The industries with higher average weekly earnings than shipbuilding in that month were as follow: Newspapers and periodicals ($36.25); petroleum refining ($35.25); beverages ($34.51); crude-petroleum producing ($34.11); electric light and power and manufactured gas ($33.54); electric-railroad and motorbus operation and maintenance ($32.73); automobiles ($32.03); explosives ($31.26); chemicals ($30.39); and telephone and telegraph ($30.25).

Welfare Activities

In addition to both higher hourly and weekly earnings in navy yards as compared with private yards, the employees in the former also enjoyed, on the whole, certain advantages over those in the latter in connection with holidays, vacations, sick leave, and pension benefits.

It is customary in private shipyards, as in all other industries, to pay salaried employees for holidays falling within the regular workweek. However, the hourly-rate employees were paid only when work was performed on such holidays, the rate of pay amounting to double time. This applied to every one of the seven shipyards reporting on the subject.

In navy yards, on the other hand, all workers, whether salaried or per diem, receive full payment for certain holidays. As regards per diem employees, including those working in navy yards, an act of Congress passed in 1885 provided for full payment on New Year's Day, Washington's Birthday (February 22), Fourth of July, Thanksgiving Day, and Christmas (December 25). At the present time, if any per diem employees in navy yards perform work on holidays, they are paid double time when such holiday occurs within the regular tour of duty and 2½ times if it occurs outside the regular tour of duty.

Of the seven private shipyards that reported annual vacations with pay, only two granted such vacations to hourly paid employees, the benefit in each instance being restricted to those with 5 or more years' service. All of the private shipyards, however, gave their salaried employees (including draftsmen on an hourly basis) vacations with pay. The length of vacation varied with the length of service, and in most cases 1 day per year was allowed for each month of service, with a maximum of 2 weeks. By the end of 1937, five private shipyards were allowing their wage earners vacations with pay. This amounted, in general, to 1 week after 5 years' continuous service.

In navy yards, paid vacations have been granted since 1901, when Congress passed an act providing for 15 days' annual leave with pay to all civilian employees. This vacation has been increased to 26 days a year, being earned at the rate of 2⅙ days a month. Moreover, the annual leave may be accumulated up to a maximum of 60 days.[6]

None of the private shipyards granted sick leave with pay to any of the hourly paid workers, except for such drafting employees as worked on an hourly basis. Each of the seven yards, however, that reported on this subject granted sick leave to their salaried employees. In most instances, at least 6 months' service with the company was the prerequisite, and the amount of leave granted usually depended upon the individual case. It should also be remembered that all States wherein the private shipyards are located have workmen's compensation laws covering accidents.

[6] This vacation (as well as the sick leave) may be taken at any time that the employee can be spared. It will be remembered that in compiling the data on weekly hours (and weekly earnings) for the pay-roll period of August 1936, the navy-yard employees on annual and sick leave during that period were reported as working full time, since they were paid for that time. (See footnote 5, page 1065.) Such employees would not be allowed 26 days' annual leave (or sick leave above the maximum), in addition to that taken during the pay-roll period covered, having already used up part of their annual allowances at that time. However, past experience has shown that while an individual may take a fractional part of a day or even a few days intermittently throughout the year, by far the great majority allow their leave to accumulate so that they may take several weeks' or a month's vacation at a time.

The employees in navy yards, as well as in all other Government departments, are granted 15 days' sick leave a year with pay. This leave may be accumulated up to 90 days, and in meritorious cases it may even be used in advance.

Only three private shipyards reported retirement plans for their employees. In each case, the cost of the pension was borne solely by the company. The retirement age was 65 years, and the employee had to be with the company for 25 years prior to retirement. The annuities granted varied with the annual earnings of the individual.

On the other hand, the navy yards, as well as all governmental departments, have a very complete retirement system. Thus, every civil-service employee, whether salaried or per diem, has 3½ percent deducted from his earnings at the end of each pay-roll period. This amount is placed in a retirement fund, which is matched dollar for dollar by the Government. In the case of mechanical service, the compulsory retirement age is 62 years, except that foremen and masters must retire at 65 years. However, these employees may retire voluntarily after 30 years' service, if they have reached the ages of 60 and 63 years, respectively. The maximum annuities are $1,200, but before drawing such an amount one must earn an average of $1,600 per year for any 5 consecutive years. When an employee is separated from the service before reaching the retirement age, the deductions are returned to him plus 4 percent interest compounded annually. Salaried employees may retire voluntarily at the age of 68, after 30 years' service, but they are compelled to retire at the age of 70 years. The only exceptions to the compulsory-retirement ages are employees particularly expert in their line of work who cannot be readily replaced, but even in these rare instances joint approval must be received from the Secretary of the Navy and the Civil Service Commission, which must be further approved by the President of the United States, in which cases two 2-year extensions over the maximum age would be the most allowed.

In other kinds of insurance, however, private shipyards excel navy yards. Thus, six of eight private shipyards reported insurance systems for the benefit of their personnel, both salaried employees and hourly workers. This was usually in the form of group life and accident insurance, with contributions toward the premium cost made jointly by employees and the company. The insurance for the various individuals varied in most instances with earning capacity. No such insurance plans exist in navy yards.

HOURLY EARNINGS IN FURNITURE MANUFACTURING OCTOBER 1937 [1]

Summary

THE AVERAGE hourly earnings of the 33,199 wage earners in the 298 wood household furniture establishments covered in the survey by the Bureau of Labor Statistics were 48.0 cents in October 1937. Of these workers, 3.8 percent earned less than 25 cents an hour, 9.5 percent less than 30 cents, and 36.7 percent less than 40 cents. On the other hand, less than one-tenth (8.5 percent) received as much as 77.5 cents and only 2.2 percent as much as $1.00.

The 2,976 wage earners in the 31 wood office furniture plants scheduled were paid an average of 44.4 cents an hour. Nearly two-fifths (38.6 percent) received under 40 cents, while 6.0 percent averaged less than 30 cents and 2.1 percent less than 25 cents an hour. Only 6.9 percent of the workers had earnings of 67.5 cents or more per hour.

Average hourly earnings were highest in metal office furniture, the 4,135 workers covered in this branch of the industry earning an average of 66.9 cents an hour. Less than 1 percent of these wage earners received under 40 cents an hour. All but 9.1 percent averaged 47.5 cents or over, and approximately one-sixth (16.9 percent) 82.5 cents and over.

The 3,118 workers in the 25 public seating plants covered had the second highest earnings per hour, 56.3 cents. Although one-fifth (20.6 percent) of these workers received less than 40 cents an hour, there were only 3.9 percent with earnings of less than 30 cents and 0.5 percent with earnings of less than 25 cents. On the other hand, 14.6 percent earned 77.5 cents and over.

For all workers in the furniture manufacturing industry as covered here, average hourly earnings were 49.0 cents. Of these, 3.4 percent received less than 25 cents, 8.7 percent less than 30 cents, and one-third (34.4 percent) less than 40 cents. One-sixth of the workers (16.9 percent) earned 67.5 cents or more, but only 4.9 percent as much as 87.5 cents and over.

Scope and Method of Survey

PRODUCT COVERAGE

While for many purposes the furniture manufacturing industry may be treated as a whole, any analysis of the wage structure must take into account the heterogeneous nature of the products.

[1] Prepared by J. Perlman, V. S. Baril, and H. O. Rogers, assisted by A. C. Lakenan, of the Bureau's Division of Wages, Hours, and Working Conditions.

The products covered by this survey were limited to wood household furniture, both wood and metal office furniture, including shelving and lockers, and public seating. In selecting these products, the Bureau attempted to confine the survey to the branches of the industry that were operating primarily on a mass-production basis. There were excluded, therefore, such products as store and lunchroom furniture, and fixtures and furniture for professional use and for laboratories, hospitals, barber shops, beauty parlors, etc., most of which are made on a custom order rather than quantity basis.

In covering wood household furniture, the survey also excluded a few of the highly specialized products of lesser importance, such as porch, camp, and juvenile furniture. The combined value of these products amounted to only $7,675,358 in 1935, or slightly over 2.5 percent of the total value of wood household furniture. Included in the survey were living-room and library, bedroom, dining-room, kitchen, hall, and miscellaneous furniture, the value of which amounted to $292,960,995.

In dealing with the wood household furniture products covered here, however, it is customary to separate them into four groups, namely case goods, upholstered furniture, novelties, and kitchen furniture. Case goods include primarily bedroom and dining-room sets, as well as library and certain articles of living-room furniture. Upholstered furniture embraces primarily overstuffed pieces used in the living room and other parts of the house. Novelties include a large variety of specialties, such as small tables, chairs, and other odds and ends of household furniture. Kitchen furniture is limited to cabinets, tables, chairs, and other items found in the modern kitchen. As a rule, upholstered and kitchen furniture are specialized fields, so that each constitutes a fairly distinct part of wood household furniture. On the other hand, it is difficult to draw a clear-cut line between case goods and novelties, as both types are often made in the same plant. However, in view of the different problems encountered in the making of the two types of products, it was decided to keep them separate in the survey, which means that mixed establishments had to be classified according to their principal product. Most of the competition among plants is confined to those within each of these four groups, namely case goods, upholstered, novelty, and kitchen furniture.

The survey excluded any household furniture made of metal, as well as of the relatively unimportant materials of fiber, rattan, reed, and willow, for the following reasons: There is considerable competition between metal and wood household furniture, but having excluded porch and camp furniture from the wood household group, any comparison between metal and wood products would have to be confined

to living-room and library, bedroom, kitchen, and miscellaneous furniture. These products in metal are not only varied, but they also account for a relatively small part of the total value of products, and therefore, a break-down according to the four groups indicated under wood household furniture would provide a very thin coverage for metal.

In view of the fact that office furniture is an important branch of the industry, it was included in this survey. Moreover, there exists some very keen competition between wood and metal, each product being produced in substantial quantities. Among the products covered here were chairs, desks and tables, filing cabinets and cases, and other office furniture. Since shelving and lockers are used to a considerable extent in offices, these products were also included as part of the office-furniture branch.

Lastly, the survey covered public seating, which includes furniture for public buildings, such as schools, theaters, assembly halls, libraries, etc., and seats for public conveyances. This is a distinct branch of the furniture industry. Moreover, although plants in the other branches of the industry are potential competitors of those in public seating, most of the competition takes place between the establishments of this branch proper. Since the same plants may use wood and fiber, as well as metal, in making public seating, no separate account was taken of these materials.

CHARACTERISTICS OF SAMPLE

Altogether the survey included 373 establishments employing 43,428 wage earners. The survey was made on a sample basis, but the size of the sample varied from one branch of the industry to another. In selecting the sample for each branch, great care was exercised to make it fully representative of the branch. Among the factors considered were product (within a given branch), geographical distribution (both within a given State, as well as between States), size of community, corporate affiliation, size of establishments, etc.

The sample for wood household furniture covers 33,199 wage earners, which represents roughly about 25 percent of the industry branch in terms of employees. In view of the fact that this branch is the largest in the industry, it was felt that a 25-percent coverage was sufficient for the purpose.

Classified according to their principal products, 129 establishments with 16,175 wage earners made case goods, 99 plants with 8,333 workers made upholstered furniture, 49 establishments with 6,716 wage earners made novelties, and 21 plants with 1,975 workers made kitchen furniture. Thus, nearly one-half (48.7 percent) of the total employees were in the case-goods group, one-fourth (25.1 percent) in the upholstered-furniture group, one-fifth (20.2 percent) in the novelties group,

and the remainder (6.0 percent) in the kitchen group. These proportions in the sample correspond roughly to the importance of each of these divisions within the wood household branch of the industry covered here.

As regards office furniture, the survey covered 50 plants and 7,111 wage earners. Of these, 31 establishments with 2,976 workers manufactured wood products and 19 plants with 4,135 employees made metal goods. In selecting the establishments, every effort was made to obtain the same proportion of wood and metal furniture as is found in this branch of the industry. The coverage here is approximately one-half of the total, a larger sample being required in view of the smallness of the branch.

Due to the very small size of public seating, the survey attempted to cover all plants engaged in this branch of the industry. A total of 25 plants and 3,118 workers were covered.

The wages and hours data covered, for the most part, a pay-roll period during the month of October 1937. Since the real decline in employment and pay rolls began with November 1937, a period in October presents a complete cross-section of the occupational structure of the industry.

In classifying the data on a geographical basis, the Bureau adopted the regional set-up established by the furniture-manufacturing industry's code under the National Recovery Administration. The code divided the country into two broad regions, which correspond in a way to the North and South, and for convenience these regions will be referred to as such in this report. The southern region included the States of Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and the southern part of Missouri.[1] In the northern region were included all other States as well as the northern part of Missouri.

Average Hourly Earnings

WOOD HOUSEHOLD FURNITURE

Data for Branch as a Whole

The 33,199 wage earners employed in the 298 establishments covered in the wood household branch of the furniture industry averaged 48.0 cents an hour in October 1937 (see table 1). This average, of course, merely indicates the central tendency for the entire group, and one must examine the hourly earnings in greater detail in order to obtain a more complete picture of the wage structure.

[1] This included the part of Missouri south and west of an air line from Thayer in Oregon County to Buffalo in Dallas County and thence directly west to the Kansas State line.

TABLE 1.—*Average Hourly Earnings in Wood Household Furniture Branch, by Product, Skill, and Region, October 1937*

Product and region	Number of plants	Total workers		Skilled workers		Semiskilled workers		Unskilled workers	
		Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings
All products	298	33,199	$0.480	12,398	$0.569	14,740	$0.456	6,061	$0.355
North	231	23,226	.534	9,113	.621	10,295	.508	3,818	.399
South	67	9,973	.357	3,285	.432	4,445	.339	2,243	.281
Case goods	129	16,175	.442	5,826	.518	7,191	.422	3,158	.339
North	88	9,237	.513	3,654	.578	4,046	.494	1,537	.402
South	41	6,938	.347	2,172	.419	3,145	.330	1,621	.280
Upholstered furniture	99	8,333	.565	3,886	.681	3,349	.505	1,098	.354
North	83	6,218	.627	3,037	.742	2,481	.556	700	.393
South	16	2,115	.398	849	.478	868	.371	398	.287
Novelty furniture	49	6,716	.489	2,064	.550	3,257	.491	1,395	.392
North	43	6,199	.503	1,899	.564	3,027	.505	1,273	.405
South	6	517	.334	165	.392	230	.326	122	.272
Kitchen furniture	21	1,975	.431	622	.488	943	.427	410	.351
North	17	1,572	.447	523	.502	741	.442	308	.366
South	4	403	.361	99	.413	202	.365	102	.300

There was considerable variation in the hourly earnings of individuals (see table 2). Even if the relatively few employees with extremely low or high earnings were omitted, the range was from 17.5 cents to $1.20, within which were found 98.9 percent of the total labor force. Moreover, there was no very pronounced concentration in any of the classes between these limits, although three-fourths received between 30.0 and 67.5 cents. In terms of 5-cent intervals, the largest or modal class, namely 37.5 and under 42.5 cents, had only 14.0 percent of the workers.

Nearly 4 percent of the workers earned less than 25 cents an hour, and as many as one-tenth (9.5 percent) were paid under 30 cents. Furthermore, more than one-third (36.7 percent) received less than 40 cents, and two-thirds (66.5 percent) earned under 52.5 cents. On the other hand, less than one-tenth (8.5 percent) were paid 77.5 cents and over, and only 2.2 percent received as much as $1.00 and more.

TABLE 2.—*Distribution of Workers According to Average Hourly Earnings in Wood Household Furniture Branch, by Skill, October 1937*

Average hourly earnings	Total workers			Skilled workers		Semiskilled workers		Unskilled workers	
	Number	Simple percentage	Cumulative percentage	Number	Simple percentage	Number	Simple percentage	Number	Simple percentage
Total	33,199	100.0	------	12,398	100.0	14,740	100.0	6,061	100.0
Under 12.5 cents	21	.1	0.1	------	------	8	.1	13	.2
12.5 and under 17.5 cents	121	.4	.5	5	(1)	47	.3	69	1.1
17.5 and under 22.5 cents	579	1.7	2.2	23	.2	192	1.3	364	6.0
22.5 and under 25.0 cents	521	1.6	3.8	26	.2	205	1.4	290	4.8
25.0 and under 27.5 cents	1,189	3.6	7.4	92	.7	493	3.3	604	10.0
27.5 and under 30.0 cents	709	2.1	9.5	77	.6	339	2.3	293	4.8
30.0 and under 32.5 cents	3,037	9.1	18.6	514	4.1	1,476	10.1	1,047	17.3
32.5 and under 35.0 cents	2,093	6.3	24.9	428	3.5	1,122	7.6	543	9.0
35.0 and under 37.5 cents	2,348	7.1	32.0	667	5.4	1,194	8.1	487	8.0
37.5 and under 40.0 cents	1,562	4.7	36.7	509	4.1	757	5.1	296	4.9
40.0 and under 42.5 cents	3,072	9.3	46.0	997	8.0	1,417	9.6	658	10.9
42.5 and under 47.5 cents	3,655	10.9	56.9	1,353	10.9	1,785	12.2	517	8.5
47.5 and under 52.5 cents	3,218	9.6	66.5	1,359	11.0	1,495	10.2	364	6.0
52.5 and under 57.5 cents	2,217	6.7	73.2	1,076	8.7	990	6.7	151	2.5
57.5 and under 62.5 cents	2,094	6.3	79.5	1,025	8.3	904	6.1	165	2.7
62.5 and under 67.5 cents	1,796	5.4	84.9	898	7.2	770	5.2	128	2.1
67.5 and under 72.5 cents	1,200	3.6	88.5	697	5.6	479	3.2	24	.4
72.5 and under 77.5 cents	985	3.0	91.5	590	4.8	365	2.5	30	.5
77.5 and under 82.5 cents	664	2.0	93.5	441	3.6	219	1.5	4	.1
82.5 and under 87.5 cents	626	1.9	95.4	403	3.3	216	1.5	7	.1
87.5 and under 92.5 cents	463	1.4	96.8	339	2.7	119	.8	5	.1
92.5 and under 100.0 cents	331	1.0	97.8	257	2.1	72	.5	2	(1)
100.0 and under 110.0 cents	317	1.0	98.8	267	2.2	50	.3	------	------
110.0 and under 120.0 cents	196	.6	99.4	178	1.4	18	.1	------	------
120.0 and under 140.0 cents	117	.4	99.8	110	.9	7	(1)	------	------
140.0 cents and over	68	.2	100.0	67	.5	1	(1)	------	------

[1] Less than 1/10 of 1 percent.

To some extent, the wide differences in hourly earnings may be accounted for by variation in skill. Despite the fact that wood household furniture is largely the result of quantity production, more than one-third (37.3 percent) of the employees were in occupations classified as skilled by the industry. However, the degree to which mass-production methods are carried on in this branch is evidenced by the fact that semiskilled workers constituted the principal group, or 44.4 percent. The proportion of unskilled employees was only 18.3 percent.

The average hourly earnings were 56.9 cents for skilled, 45.6 cents for semiskilled, and 35.5 cents for unskilled workers. The skilled workers averaged 11.3 cents more than the semiskilled, who in turn received on an average 10.1 cents more than the unskilled. The total spread between skilled and unskilled employees therefore amounted to 21.4 cents.

The proportion of workers earning under 25 cents an hour was only 0.4 percent for skilled and 3.1 percent for semiskilled, as against 12.1 percent for unskilled. If 30 cents is taken as the upper limit, the percentages are respectively 1.7, 8.7, and 26.9. Moreover, the proportion receiving less than 40 cents amounted to 18.8 percent for skilled, 39.6 percent for semiskilled, and 66.1 percent for unskilled

workers. In contrast, as many as 21.5 percent of the skilled employees were paid 72.5 cents and over, as compared with 7.2 percent of the semiskilled and only 0.8 percent of the unskilled.

The variation in skill alone does not account entirely for the differences in hourly earnings. These differences may also be explained to a large extent by regional differences in earnings (see table 3). A considerable proportion of the industry is located in the Southern States. In wood household furniture, of the 298 establishments covered, 67 were in the southern and 231 in the northern region. In terms of wage earners, the representation of the South was even greater, the actual figure being 9,973, or 30.0 percent, as against 23,226, or 70.0 percent, in the northern area.

TABLE 3.—*Percentage Distribution of Workers According to Average Hourly Earnings in Wood Household Furniture Branch, by Region and Skill, October 1937*

Average hourly earnings	North				South			
	Total workers	Skilled workers	Semi-skilled workers	Un-skilled workers	Total workers	Skilled workers	Semi-skilled workers	Un-skilled workers
Under 12.5 cents	(1)			(1)	0.2		0.2	0.5
12.5 and under 17.5 cents	0.2	(1)	0.1	0.7	.9	0.1	.9	1.9
17.5 and under 22.5 cents	.6	(1)	.5	2.3	4.3	.6	3.1	12.3
22.5 and under 25.0 cents	.4	(1)	.4	1.2	4.3	.7	3.6	10.9
25.0 and under 27.5 cents	1.9	0.3	1.5	6.4	7.6	2.0	7.5	16.0
27.5 and under 30.0 cents	1.2	.3	1.2	3.3	4.4	1.6	4.9	7.4
30.0 and under 32.5 cents	3.5	1.3	3.1	10.1	22.2	12.1	26.2	29.6
32.5 and under 35.0 cents	3.3	1.4	3.6	6.8	13.3	9.1	16.9	12.6
35.0 and under 37.5 cents	5.2	2.6	5.9	9.5	11.4	12.9	13.1	5.6
37.5 and under 40.0 cents	4.4	2.7	4.8	7.2	5.5	7.9	5.9	1.0
40.0 and under 42.5 cents	10.4	6.8	11.3	16.7	6.5	11.4	5.7	1.1
42.5 and under 47.5 cents	12.7	10.5	14.7	13.0	6.9	11.9	6.3	.8
47.5 and under 52.5 cents	11.6	11.0	13.1	9.4	5.2	11.2	3.3	.2
52.5 and under 57.5 cents	8.4	9.5	9.1	3.9	2.7	6.4	1.2	.1
57.5 and under 62.5 cents	8.3	9.6	8.5	4.3	1.8	4.6	.6	
62.5 and under 67.5 cents	7.3	8.9	7.4	3.4	1.0	2.8	.2	
67.5 and under 72.5 cents	4.9	7.0	4.5	.6	.7	1.8	.3	
72.5 and under 77.5 cents	4.1	6.2	3.5	.8	.3	.9	.1	
77.5 and under 82.5 cents	2.8	4.6	2.1	.1	.3	.7	(1)	
82.5 and under 87.5 cents	2.6	4.3	2.1	.2	.2	.5	(1)	
87.5 and under 92.5 cents	1.9	3.6	1.1	.1	.1	.4	(1)	
92.5 and under 100.0 cents	1.4	2.7	.7	(1)	.1	.2		
100.0 and under 110.0 cents	1.3	2.9	.5		.1	.1	(1)	
110.0 and under 120.0 cents	.8	1.9	.2		(1)	.1		
120.0 and under 140.0 cents	.5	1.2	.1					
140.0 cents and over	.3	.7	(1)		(1)	(1)		
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	23,226	9,113	10,295	3,818	9,973	3,285	4,445	2,243

[1] Less than 1/10 of 1 percent.

In the North, the average earnings for all employees were 53.4 cents an hour. All but 2.8 percent earned between 25 cents and $1.10. The largest total concentration within the above spread in the northern region was from 35.0 to 72.5 cents, which included nearly three-

fourths (73.2 percent) of the labor force. On the basis of 5-cent intervals, the largest single class, with 14.8 percent of the total, was 37.5 and under 42.5 cents.

In the southern region, the average hourly earnings of all workers were 35.7 cents. The spread here in the hourly earnings of individuals was much narrower than in the North, 97.1 percent being paid between 17.5 and 67.5 cents. Furthermore, the largest total concentration within these limits in the South, covering 83.0 percent of the total, was between 25.0 and 52.5 cents. The modal 5-cent interval is 27.5 and less than 32.5 cents, which contained more than one-fourth (26.6 percent) of all employees.

The difference in average earnings per hour for all wage earners between the northern and the southern areas was 17.7 cents. While only 1.2 percent of the northern workers received under 25 cents an hour, there were as many as 9.7 percent receiving under that amount in the southern region. Using 30 cents as the upper limit, the respective percentages were 4.3 and 21.7. Moreover, the proportion earning less than 40 cents was 20.7 percent in the North, as against 74.1 percent in the South. In the higher limits 36.2 percent received 57.5 cents and over in the northern area, as compared with only 4.6 percent in the southern territory.

Differences in manufacturing conditions may also explain in part the regional differences in average hourly earnings. Thus, in the South, factories located near the lumber supply often use rough lumber of varying grades, lengths, and widths, the processing of which involves much handling and machining. On the other hand, many northern factories, located at some distance from their lumber supply, purchase dimension stock which has already been cut to shape, thereby eliminating several of the low-skilled processing operations found in many southern mills. This is clearly reflected in the skill composition of the labor force in each region. There were substantially more skilled (39.2 as against 32.9 percent) but fewer unskilled (16.4 compared to 22.5 percent) workers in the North than in the South. In both regions, the relative number of semiskilled workers was about the same (44.4 percent in the North and 44.6 percent in the South).

Differences by Product

As previously stated, wood household products may be classified into four groups, namely case goods, upholstered furniture, novelties, and kitchen furniture. Differences in average hourly earnings exist among these groups, but they are due to a considerable degree to the varying distribution of the labor force as to skill and region. Hence, it is necessary to survey the wage structure separately for each group before the differences in average hourly earnings among products can be interpreted.

TABLE 4.—*Percentage Distribution of Workers According to Average Hourly Earnings in Wood Household Furniture Branch, by Product, October 1937*

Average hourly earnings	Case goods	Upholstered furniture	Novelty furniture	Kitchen furniture
Under 12.5 cents	(1)	(1)	0.1	0.9
12.5 and under 17.5 cents	0.5	0.3	.8	.5
17.5 and under 22.5 cents	2.4	1.5	.8	.9
22.5 and under 25.0 cents	2.2	1.1	2.9	1.4
25.0 and under 27.5 cents	4.3	2.8	1.5	3.4
27.5 and under 30.0 cents	2.6	1.5	5.0	3.3
30.0 and under 32.5 cents	12.0	5.9	3.7	12.6
32.5 and under 35.0 cents	8.3	4.1	6.3	8.1
35.0 and under 37.5 cents	8.4	5.2	4.4	6.9
37.5 and under 40.0 cents	5.4	3.3	14.5	5.5
40.0 and under 42.5 cents	8.4	6.3	13.9	11.6
42.5 and under 47.5 cents	10.7	8.7	10.9	12.8
47.5 and under 52.5 cents	9.1	9.4	8.0	11.0
52.5 and under 57.5 cents	6.0	6.7	7.9	7.7
57.5 and under 62.5 cents	5.8	6.5	4.7	4.4
62.5 and under 67.5 cents	5.6	6.3	3.9	2.6
67.5 and under 72.5 cents	2.7	5.4	3.3	2.6
72.5 and under 77.5 cents	2.1	4.8	2.4	1.7
77.5 and under 82.5 cents	.9	4.0	2.8	.9
82.5 and under 87.5 cents	.8	3.7	1.2	.3
87.5 and under 92.5 cents	.6	3.3	.5	.5
92.5 and under 100.0 cents	.4	2.7	.3	.4
100.0 and under 110.0 cents	.4	2.8	.2	.2
110.0 and under 120.0 cents	.2	1.8	(1)	.1
120.0 and under 140.0 cents	.1	1.2	(1)	.1
140.0 cents and over	.1	.7	(1)	
Total	100.0	100.0	100.0	100.0
Number of workers	16,175	8,333	6,716	1,975

[1] Less than 1/10 of 1 percent.

Upholstered furniture.—The highest average hourly earnings in October 1937, namely 56.5 cents, are shown for the 8,333 wage earners in the 99 upholstered-furniture plants. The range of individual earnings upon which this average is based was considerable, with 99.0 percent of the workers receiving from 17.5 cents to $1.40. (See table 4.) Moreover, the distribution does not reveal any pronounced concentration. There were 2.9 percent paid less than 25 cents and 7.2 percent under 30 cents. Over one-fourth (25.7 percent) of the total earned less than 40 cents. On the other hand, well over one-third (36.7 percent) received at least 62.5 cents, nearly one-sixth (16.2 percent) at least 82.5 cents, and 6.5 percent $1.00 and over.

One reason for upholstered furniture having the highest average is that, unlike other wood household groups, its workers are predominantly skilled. Of the total number covered, 46.6 percent were skilled, 40.2 percent semiskilled, and only 13.2 percent unskilled. This clearly indicates that the manufacture of upholstered furniture does not lend itself as readily to mass production as do other wood household products. For instance, the difficult operation of upholstering must be performed by hand. Skilled employees averaged 68.1 cents an hour, semiskilled workers 50.5 cents, and unskilled workers 35.4 cents. There was therefore a difference of 17.6 cents between the

averages of skilled and semiskilled workers, with a further difference of 15.1 cents between the averages of the latter and unskilled employees.

Another reason for the high average in upholstered furniture is that to a large extent it is manufactured in the North. In terms of plants covered, 83 were in the northern and 16 in the southern area, the respective percentages for wage earners being 74.6 and 25.4. The hourly earnings were much higher in the North, where workers averaged 62.7 cents, or 22.9 cents above the southern average of 39.8 cents.

Some of the regional variations in hourly earnings for upholstered furniture is due to differences in the skill composition of the labor force. In the North, 48.8 percent of the employees were skilled, 39.9 percent semiskilled, and only 11.3 percent unskilled. In the South, however, semiskilled were slightly more numerous than skilled workers (41.1 against 40.1 percent), with the unskilled accounting for 18.8 percent of the total.

Novelty furniture.—The highest average next to that for upholstered furniture was 48.9 cents an hour for the 6,716 workers in the 49 establishments making novelty furniture. All but 2.7 percent of the individual employees here averaged between 22.5 and 87.5 cents. (See table 4.) Only 4.6 percent received less than 25 cents and 11.1 percent less than 30 cents. Two-fifths (40.0 percent) of the total were paid under 40 cents. By contrast, nearly one-fifth (19.3 percent) earned 57.5 cents and more, and 5.0 percent received at least 77.5 cents.

Novelty-furniture products are, as a rule, comparatively simple in construction, and for that reason mass-production methods can be employed here to advantage. This is clearly indicated by the skill set-up of the labor force. Not far from one-half (48.5 percent) of all novelty workers were semiskilled, whereas only 30.7 percent were skilled and 20.8 percent unskilled.

The chief reason for workers in the novelty-furniture division as a whole averaging 4.7 cents more per hour than workers in the case-goods division is that the southern representation in the novelty-furniture industry is very small. Only 6 of the 49 plants in the sample and 517 of the 6,716 wage earners were found in the South. Northern workers in novelty furniture averaged 50.3 cents an hour, or 16.9 cents more than the southern average of 33.4 cents.

Case goods.—Although the largest of the 4 groups, the 16,175 wage earners in the 129 case-goods establishments had next to the lowest average hourly earnings—44.1 cents. Exactly 96.0 percent earned between 17.5 and 77.5 cents an hour, as shown by table 4. It will also be seen that 5.1 percent of the workers averaged under 25.0 cents, 12.0 percent under 30.0 cents, and as many as 46.1 percent under 40.0 cents. On the other hand, only 8.3 percent received

as much as 67.5 cents, and only 3.5 percent were paid as much as 77.5 cents.

As indicated by the skill distribution of the employees, case goods are also largely the result of mass production, although relatively a somewhat greater proportion of skilled labor is required in their manufacture than in novelty furniture. Of the total number of workers in case goods, 44.5 percent were semiskilled and only 36.0 percent skilled. Unskilled wage earners accounted for one-fifth (19.5 percent) of the labor force.

Among the four product groups in wood household furniture, the southern representation was greatest in case goods. Of the total plants covered, 41 were located in the southern and 88 in the northern area. In terms of employees, the proportion in the South was even greater, namely 42.9 percent, which may be compared with 57.1 percent in the North. This fact, coupled with the low average for this region (34.7 cents as against 51.3 cent in the North), accounts largely for the relatively low hourly earnings for the division as a whole.

That there were relatively more skilled workers in case goods in the North than in the South (39.6 against 31.3 percent), but fewer semiskilled (43.8 as compared to 45.3 percent) and unskilled (16.6 as against 23.4 percent) wage earners, accounts for the fact that the difference in hourly earnings for the division as a whole between the North and the South is greater than the difference for any one of the skill-groups. Case goods showed substantial differences in favor of northern over southern workers in the hourly earnings of each group according to skill. In the North, skilled workers averaged 57.8 cents an hour, semiskilled 49.4 cents, and unskilled 40.2 cents. This compares with 41.9, 33.0, and 28.0 cents, respectively, for southern employees. Hence, the differences amounted to 15.9 cents for skilled, 16.4 cents for semiskilled, and 12.2 cents for unskilled wage earners.

Kitchen furniture.—The kitchen-furniture group is not only the smallest in size, but it also has the lowest average hourly earnings of the four divisions in wood household furniture. The 1,975 wage earners in the 21 kitchen-furniture establishments averaged 43.1 cents an hour. All but 4.5 percent of these workers received between 22.5 and 77.5 cents. There were 3.4 percent paid less than 25 cents, 10.1 percent under 30 cents, and as many as 43.2 percent less than 40 cents. In the higher limits, 13.8 percent earned 57.5 cents and over, but only 2.5 percent were paid as much as 77.5 cents and more. (See table 4.)

The proportion of workers in the various skill groups in kitchen furniture is about the same as that found in novelty furniture. Among employees in kitchen furniture there was 31.5 percent skilled, 47.7 percent semiskilled, and 20.8 percent unskilled.

The manufacture of kitchen furniture is largely concentrated in the North, but the proportion of this division in the South was somewhat

greater than in novelty furniture. Of the total coverage in kitchen furniture, 17 plants with 1,572 wage earners were in the northern and only 4 establishments with 403 workers in the southern area. The average hourly earnings were 44.7 cents in the North and 36.1 cents in the South.

Even after the influence of varying proportions of skilled workers and regional location of factories has been eliminated (see table 4), the upholstered-furniture group pays higher wages than the other groups. The skilled workers in upholstered furniture in the North averaged about 17 cents more than those in case goods and novelty furniture, and 24 cents more than those in kitchen furniture. In the South the difference amounts to between 6 and 8 cents. Among the semiskilled workers there is some difference in earnings in the various branches, amounting to between 4 and 6 cents for novelty furniture and case goods, and 11 cents for kitchen furniture in favor of upholstery workers. But in the case of unskilled workers it is significant that the averages show no important differences as between the various products in the wood household furniture branch.

WOOD OFFICE FURNITURE

The average hourly earnings of the 2,976 wage earners employed in the 31 wood office furniture establishments covered in this survey were 44.4 cents in October 1937. (See table 5.) Only 2.1 percent were paid less than 25 cents and 6.0 percent under 30 cents an hour. (See table 6.) Approximately one-third (32.6 percent) earned 30 and under 40 cents, so that 38.6 percent received below 40 cents. However, the largest concentration was between 40 and 52.5 cents, the relative number found between these limits also being 38.6 percent. Somewhat more than one-fifth (22.8 percent) were paid 52.5 cents and over, but only 6.9 percent earned as much as 67.5 cents and over.

The relatively low earnings found on the whole in wood office furniture are surprising, in view of the fairly large proportion of skilled workers in this division. Of the total employees, 40.1 percent were skilled, 40.9 percent semiskilled, and 19.0 percent unskilled. Moreover, nearly all of the plants included were in the northern area. In fact, only 3 establishments, with 450 employees, were covered in the southern region.

As in other divisions of the furniture industry, the dispersion of hourly earnings in wood office furniture is explained in part by the diversity found among the different skill-groups. Compared with an average of 50.6 cents for skilled employees, the hourly earnings of semiskilled averaged 42.3 cents, and the average for unskilled was 35.6 cents. Hence, the extreme spread was 15.0 cents, the difference between skilled and semiskilled (8.3 cents) being somewhat higher than that between semiskilled and unskilled workers (6.7 cents).

TABLE 5.—*Average Hourly Earnings in Wood Office Furniture Division, by Region and Skill, October 1937*

Region	Total workers		Skilled workers		Semiskilled workers		Unskilled workers	
	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings
United States	2,976	$0.444	1,193	$0.506	1,217	$0.423	566	$0.356
North	2,526	.467	1,054	.525	1,010	.447	462	.375
South	450	.322	139	.368	207	.315	104	.275

TABLE 6.—*Percentage Distribution of Workers According to Average Hourly Earnings in Wood Office Furniture Division, by Skill, October 1937*

Average hourly earnings	Total workers	Skilled workers	Semi-skilled workers	Un-skilled workers
Under 22.5 cents	1.4	0.1	1.2	4.6
22.5 and under 25.0 cents	.7	-------	.7	2.3
25.0 and under 27.5 cents	2.7	.6	2.3	7.8
27.5 and under 30.0 cents	1.2	.4	1.3	2.7
30.0 and under 32.5 cents	10.3	4.7	12.3	18.0
32.5 and under 35.0 cents	6.2	2.4	7.2	12.2
35.0 and under 37.5 cents	7.9	4.8	9.2	11.5
37.5 and under 40.0 cents	8.2	6.6	9.2	9.5
40.0 and under 42.5 cents	13.8	11.7	14.8	15.5
42.5 and under 47.5 cents	14.4	17.6	14.3	7.6
47.5 and under 52.5 cents	10.4	14.5	9.5	3.5
52.5 and under 57.5 cents	6.4	9.4	5.7	1.8
57.5 and under 62.5 cents	5.7	8.5	4.8	1.9
62.5 and under 67.5 cents	3.8	5.7	3.1	1.1
67.5 and under 72.5 cents	2.4	4.1	1.8	-------
72.5 and under 77.5 cents	1.6	2.7	1.4	-------
77.5 and under 82.5 cents	1.1	2.3	.6	-------
82.5 and under 87.5 cents	.7	1.4	.4	-------
87.5 and under 92.5 cents	.4	.9	.1	-------
92.5 and under 100.0 cents	.3	.8	-------	-------
100.0 cents and over	.4	.8	.1	-------
Total	100.0	100.0	100.0	100.0
Number of workers	2,976	1,193	1,217	566

Comparing the three distributions, it will be noted that hardly any wage earners (0.1 percent) were paid under 25 cents an hour among skilled workers, as against 1.9 percent for semiskilled and 6.9 percent for unskilled workers. The number receiving less than 30 cents amounted to 1.1 percent for skilled, 5.5 percent for semiskilled, and 17.4 percent for unskilled employees. If 40 cents is taken as the upper limit, the percentages are 19.6 for skilled, 43.4 for semiskilled, and 68.6 for unskilled workers. On the other hand, 36.6 percent of the skilled earned 52.5 cents and over, as compared with 18.0 percent for semiskilled and only 4.8 percent for unskilled employees.

Regional differences also contributed to the dispersion of hourly earnings. For all employees, the average was 46.7 cents for northern and 32.2 cents for southern plants, which is a spread of 14.5 cents. It should be remembered, however, that only 3 of the 31 wood office plants and 450 of the 2,976 wage earners were in the South. Although small, the southern sample is representative of this branch of the industry in this region.

In addition to broad regional differences, there is variation in average hourly earnings among the several States. All three southern plants were located in North Carolina, but in the northern area the plants covered a number of States. Of the States with three or more establishments, the individual plant averages were 34.0, 35.6, 38.7, and 48.8 cents in Pennsylvania, 38.1, 38.2, 39.1, 43.3, and 44.0 cents in Indiana, 40.7, 43.2, 46.3, 50.2, and 73.9 cents in Michigan, 45.4, 46.5, 49.6, and 53.5 cents in Illinois, and 47.9, 58.4, and 61.7 cents in Ohio. On the whole, therefore, it appears that hourly earnings in Pennsylvania and Indiana were lower than those in Michigan, Illinois, and Ohio, but it must be remembered that there is considerable overlapping in the averages among these States.

METAL OFFICE FURNITURE

For all wage earners in the metal office division of the furniture industry, hourly earnings averaged 66.9 cents in October 1937. Probably the most noteworthy feature of the distribution of individual earnings in table 7 is the relatively few employees found in the lower-wage classes. Only 0.7 percent averaged less than 40 cents an hour, and all except 9.1 percent received 47.5 cents and over. Another distinguishing characteristic of the distribution is the absence of a pronounced concentration in any single class. Instead, nearly three-fourths (74.0 percent) are distributed in fairly uniform proportions over the 35-cent range from 47.5 to 82.5 cents. Approximately one-sixth (16.9 percent), however, received 82.5 cents and over, with less than 1 percent paid $1.10 and over.

TABLE 7.—*Distribution of Workers According to Average Hourly Earnings in Metal Office Furniture Division, by Skill, October 1937*

Average hourly earnings	Total workers		Skilled workers		Semiskilled workers		Unskilled workers	
	Number	Simple percentage	Number	Simple percentage	Number	Simple percentage	Number	Simple percentage
Total	4,135	100.0	1,376	100.0	2,031	100.0	728	100.0
Under 40.0 cents	27	0.7	1	0.1	14	0.7	12	1.6
40.0 and under 42.5 cents	100	2.4	15	1.1	44	2.2	41	5.7
42.5 and under 47.5 cents	248	6.0	46	3.3	132	6.5	70	9.6
47.5 and under 52.5 cents	460	11.1	64	4.7	220	10.8	176	24.2
52.5 and under 57.5 cents	462	11.1	83	6.0	275	13.5	104	14.3
57.5 and under 62.5 cents	474	11.4	117	8.5	268	13.2	89	12.2
62.5 and under 67.5 cents	486	11.7	136	9.9	273	13.4	77	10.6
67.5 and under 72.5 cents	450	10.9	163	11.8	242	11.9	45	6.2
72.5 and under 77.5 cents	400	9.7	172	12.6	189	9.3	39	5.4
77.5 and under 82.5 cents	335	8.1	167	12.1	127	6.3	41	5.6
82.5 and under 87.5 cents	235	5.7	114	8.3	99	4.9	22	3.0
87.5 and under 92.5 cents	197	4.8	94	6.8	93	4.6	10	1.4
92.5 and under 100.0 cents	152	3.7	105	7.6	46	2.3	1	.1
100.0 and under 110.0 cents	81	2.0	72	5.2	8	.4	1	.1
110.0 and under 120.0 cents	17	.4	16	1.2	1	(1)	-------	-------
120.0 cents and over	11	.3	11	.8	-------	-------	-------	-------

[1] Less than 1/10 of 1 percent.

These relatively high earnings may be explained partly by the fact that all of the 19 metal office furniture plants covered were located in the northern territory. On the other hand, the earnings are relatively high in spite of the fact that the semiskilled workers are the dominating group in this division. Of the 4,135 employees, 49.1 percent were semiskilled, as compared with 33.3 percent skilled and only 17.6 percent unskilled workers. (See table 8.)

The average hourly earnings varied considerably among the different skill-groups. The figures were 75.1 cents for skilled, 64.5 cents for semiskilled, and 57.8 cents for unskilled workers. The extreme spread, therefore, was 17.3 cents, of which 10.6 cents was the difference between skilled and semiskilled and 6.7 cents that between semiskilled and unskilled.

A comparison of the three distributions indicates that very few workers in each skill-group averaged less than 40 cents an hour. The proportion paid under 47.5 cents was 4.5 percent for skilled, 9.4 percent for semiskilled, and 16.9 percent for unskilled employees. In contrast, the proportion paid 82.5 cents and over was 29.9 percent for skilled, which may be compared with 12.2 percent for semiskilled and only 4.6 percent for unskilled workers.

TABLE 8.—*Average Hourly Earnings, Weekly Hours, and Weekly Earnings in Metal Office Furniture Division, by Skill, October 1937*

Skill	Number of employees	Average hourly earnings	Average weekly hours	Average weekly earnings
Total workers	4,135	$0.669	40.2	$26.90
Skilled workers	1,376	.751	40.8	30.66
Semiskilled workers	2,031	.645	39.9	25.73
Unskilled workers	728	.578	39.9	23.03

PUBLIC SEATING

The average earnings per hour of the 3,118 wage earners employed in the 25 plants making public seating amounted to 56.3 cents in October 1937. (See table 9.) The outstanding feature of the individual earnings is the wide range thereof. (See table 10.) Omitting the lowest and highest earning classes, the average hourly earnings of almost 99 percent of the employees covered a spread from 25 cents to $1.10, with none of the intervals between these extremes accounting for more than a relatively small fragment of the total. Such massing as does occur, in terms of 5-cent class intervals, appears in the 45-cent range from 32.5 to 77.5 cents, within which are found more than three-fourths (77.2 percent) of the labor force. Relatively few workers are found in the lowest earnings classes, only 0.5 percent receiving less than 25 cents and 3.9 percent under 30 cents. However, as

many as one-fifth (20.6 percent) were paid less than 40 cents. On the other hand, 14.6 percent earned 77.5 cents and over.

TABLE 9.—*Average Hourly Earnings in Public Seating Furniture Division, by Region and Skill, October 1937*

Region	Total workers		Skilled workers		Semiskilled workers		Unskilled workers	
	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings
United States	3,118	$0.563	1,035	$0.644	1,597	$0.552	486	$0.428
North	2,806	.593	940	.675	1,452	.579	414	.458
South	312	.342	95	.399	145	.336	72	.272

TABLE 10.—*Distribution of Workers According to Average Hourly Earnings in Public Seating Furniture Division, by Skill, October 1937*

Average hourly earnings	Total workers		Skilled workers		Semiskilled workers		Unskilled workers	
	Number	Simple percentage	Number	Simple percentage	Number	Simple percentage	Number	Simple percentage
Total	3,118	100.0	1,035	100.0	1,597	100.0	486	100.0
Under 25.0 cents	17	.5	-------	-------	4	.3	13	2.7
25.0 and under 27.5 cents	56	1.8	4	.4	13	.8	39	8.0
27.5 and under 30.0 cents	50	1.6	1	.1	17	1.1	32	6.6
30.0 and under 32.5 cents	129	4.1	17	1.6	66	4.1	46	9.5
32.5 and under 35.0 cents	100	3.2	28	2.7	67	4.2	5	1.0
35.0 and under 37.5 cents	180	5.8	52	5.0	96	6.0	32	6.6
37.5 and under 40.0 cents	113	3.6	18	1.7	69	4.3	26	5.3
40.0 and under 42.5 cents	165	5.3	50	4.8	80	5.0	35	7.2
42.5 and under 47.5 cents	245	7.9	64	6.2	100	6.3	81	16.7
47.5 and under 52.5 cents	284	9.1	70	6.8	153	9.6	61	12.6
52.5 and under 57.5 cents	268	8.6	72	7.0	156	9.8	40	8.2
57.5 and under 62.5 cents	307	9.7	93	9.0	192	11.9	22	4.5
62.5 and under 67.5 cents	262	8.4	80	7.7	152	9.5	30	6.2
67.5 and under 72.5 cents	239	7.7	73	7.1	158	9.9	8	1.6
72.5 and under 77.5 cents	246	7.9	93	9.0	144	9.0	9	1.9
77.5 and under 82.5 cents	135	4.3	77	7.4	54	3.4	4	.8
82.5 and under 87.5 cents	87	2.8	59	5.7	26	1.6	2	.4
87.5 and under 92.5 cents	82	2.6	65	6.3	16	1.0	1	.2
92.5 and under 100.0 cents	89	2.9	69	6.7	20	1.3	-------	-------
100.0 and under 110.0 cents	45	1.4	31	3.0	14	.9	-------	-------
110.0 cents and over	19	.6	19	1.8	-------	-------	-------	-------

Of the total number of public-seating establishments, only three were located in the South, and these employed 10 percent of all wage earners. Another noteworthy feature of this division is the relatively large number of semiskilled employees, who constituted 51.2 percent of the total labor force, as compared with 33.2 percent skilled workers and only 15.6 percent unskilled workers.

The wide dispersion in hourly earnings is partly explained by the different wage levels among the three skill groups. Skilled employees averaged 64.4 cents, as against 55.2 cents for semiskilled and 42.8 cents for unskilled workers. This makes for a total spread of 21.6 cents, with the difference between skilled and semiskilled workers

(9.2 cents) somewhat less than the one between semiskilled and unskilled workers (12.4 cents).

No skilled workers earned less than 25 cents an hour, and only 0.3 percent of semiskilled workers and 2.7 percent of unskilled employees were found under that limit. The great majority of skilled wage earners (88.5 percent) received more than 40 cents, while all except 0.5 percent averaged more than 30 cents. Earnings of less than 40 cents, however, were reported for somewhat more than one-fifth (20.8 percent) of the semiskilled and almost two-fifths (39.7 percent) of the unskilled group. Moreover, although the hourly earnings of all except a very few of the semiskilled employees (2.2 percent) were above 30 cents, 17.3 percent of the unskilled workers were found below that limit. Conversely, the skilled group is relatively well represented in the upper limits, but very few semiskilled or unskilled employees are found in the higher wage brackets. Compared with not far from a third (30.9 percent) of the skilled group earning 77.5 cents and over, earnings of this amount are shown for only 8.2 percent of semiskilled and 1.4 percent of unskilled workers.

Although the southern representation in the coverage is relatively small, it gives some indication of existing sharp regional differences. For all employees, the average earnings per hour were 59.3 cents in the northern and 34.2 in the southern territory, which is a spread of 25.1 cents. Substantial differences in favor of northern over southern plants are also found in connection with each skill group. There are too few cases to present a detailed frequency distribution by skill group in the South, but it may be noted that among unskilled workers 9.8 percent received less than 25.0 cents, 59.2 percent less than 30.0 cents, and all received less than 40.0 cents.

In the Northern States with three or more establishments, there is much greater difference between plant averages in a single State than there is between the averages for the various States. Thus, the highest-wage plant in Michigan averaged 38.5 cents more than the lowest-wage plant in that State. The spread was 33.5 cents in Indiana, 31.0 cents in Illinois, and 14.7 cents in Wisconsin. The relatively wide range in the averages for each State, coupled with the fact that there is considerable overlapping in the averages among the several States, indicates that, on the whole, geographical location appears to have little influence on hourly earnings within the northern region.

DATA FOR FURNITURE INDUSTRY AS A WHOLE

It is also possible to show data for all divisions of the furniture manufacturing industry covered in this survey, namely wood household furniture, wood and metal office furniture, and public seating. In selecting the sample, the coverage included one-fourth of the wood household, one-half of the wood and metal office furniture,

and all of the public seating divisions. As a result, in preparing tabulations for the furniture industry as a whole, the figures for wood household were given a weight of 4, for wood office a weight of 2, for metal office a weight of 2, and for public seating furniture a weight of 1. These weights are, of course, approximations, and the resulting tabulations must be looked upon as estimates.

For all wage earners, the average earnings per hour in the furniture industry as a whole were 49.0 cents in October 1937. Only 3.4 percent were paid less than 25 cents an hour, and 8.7 percent earned under 30 cents (see table 11). The number receiving below 40 cents was about one-third of the total (34.4 percent). One-sixth of the workers (16.9 percent) were paid 67.5 cents and over, and 4.9 percent earned as much as 87.5 cents and over.

TABLE 11.—*Percentage Distribution of Workers According to Average Hourly Earnings in Furniture Industry as a Whole, by Region and Skill, October 1937*

Average hourly earnings (cents)	United States				North				South			
	Total workers	Skilled workers	Semiskilled workers	Unskilled workers	Total workers	Skilled workers	Semiskilled workers	Unskilled workers	Total workers	Skilled workers	Semiskilled workers	Unskilled workers
Under 12.5	0.1	------	0.1	0.2	(1)	------	(1)	(1)	0.2	------	0.2	0.5
12.5 and under 17.5	.3	(1)	.3	1.0	0.1	(1)	0.1	0.6	.8	0.1	.9	1.9
17.5 and under 22.5	1.6	0.2	1.2	5.5	.6	(1)	.5	2.2	4.3	.6	3.0	12.1
22.5 and under 25.0	1.4	.2	1.3	4.4	.4	(1)	.4	1.1	4.3	.7	3.6	10.8
25.0 and under 27.5	3.3	.7	3.0	9.3	1.6	0.3	1.4	5.6	7.7	2.0	7.5	16.5
27.5 and under 30.0	2.0	.6	2.1	4.5	1.1	.3	1.0	3.0	4.4	1.6	5.0	7.5
30.0 and under 32.5	8.5	3.9	9.4	16.2	3.2	1.1	2.8	9.4	22.9	12.6	26.9	29.8
32.5 and under 35.0	5.9	3.2	7.1	8.5	3.1	1.3	3.3	6.5	13.5	9.2	16.9	12.3
35.0 and under 37.5	6.7	5.1	7.6	7.8	5.0	2.5	5.6	9.0	11.3	13.1	13.0	5.4
37.5 and under 40.0	4.6	4.0	5.0	4.8	4.3	2.8	4.7	6.8	5.3	7.7	5.8	1.0
40.0 and under 42.5	8.9	7.8	9.2	10.7	9.9	6.6	10.6	15.6	6.5	11.4	5.6	1.1
42.5 and under 47.5	10.7	10.7	11.6	8.7	12.2	10.4	13.7	12.7	6.8	11.8	6.1	.8
47.5 and under 52.5	9.7	10.7	10.1	7.0	11.5	10.7	12.8	10.5	5.1	11.1	3.2	.2
52.5 and under 57.5	7.0	8.5	7.2	3.2	8.6	9.3	9.4	4.8	2.6	6.3	1.2	.1
57.5 and under 62.5	6.6	8.3	6.7	3.2	8.5	9.5	9.0	4.9	1.7	4.6	.5	------
62.5 and under 67.5	5.8	7.3	5.7	2.6	7.6	8.8	7.8	3.9	1.0	2.7	.2	------
67.5 and under 72.5	4.1	5.9	3.9	.7	5.3	7.2	5.2	1.1	.7	1.7	.3	------
72.5 and under 77.5	3.4	5.1	3.0	.8	4.5	6.5	4.1	1.1	.3	.9	.1	------
77.5 and under 82.5	2.4	4.0	1.8	.4	3.1	5.0	2.5	.6	.2	.7	(1)	------
82.5 and under 87.5	2.1	3.5	1.6	.3	2.8	4.4	2.2	.4	.2	.4	(1)	------
87.5 and under 92.5	1.6	2.9	1.0	.2	2.1	3.7	1.4	.2	.1	.4	(1)	------
92.5 and under 100.0	1.2	2.4	.6	(1)	1.6	3.1	.8	(1)	.1	.2	------	------
100.0 and under 110.0	1.0	2.3	.3	(1)	1.4	3.0	.5	(1)	(1)	.1	(1)	------
110.0 and over	1.1	2.7	.2	------	1.5	3.5	.2	------	(1)	.1	------	------
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1] Less than 1/10 of 1 percent.

The average hourly earnings were 57.7 cents for skilled, 46.8 cents for semiskilled, and 36.8 cents for unskilled workers. (See table 12.) This makes for a total spread of 20.9 cents, approximately one-half of which is the difference between skilled and semiskilled and the other half that between semiskilled and unskilled employees.

The difference in average hourly earnings of all wage earners between the northern and southern regions was 18.5 cents, the re-

spective averages being 54.2 and 35.7 cents. Most of the relatively low-paid workers are in the southern territory. This may be seen from the fact that the proportion earning under 25 cents an hour was 1.1 percent in the North and 9.6 percent in the South. The respective percentages paid less than 30 cents were 3.8 and 21.7, while below 40 cents they amounted respectively to 19.4 and 74.7. Conversely, the number earning 67.5 cents and over was 22.3 percent in the northern area, as against 1.6 percent in the southern region.

TABLE 12.—*Average Hourly Earnings for the Furniture Industry as a Whole, by Region and Skill, October 1937*

Region	Total workers	Skilled workers	Semi-skilled workers	Unskilled workers
United States	$0.490	$0.577	$0.468	$0.368
North	.542	.626	.518	.412
South	.357	.430	.338	.281

UNION SCALES OF WAGES AND HOURS IN THE BUILDING TRADES, JUNE 1, 1938 [1]

Summary

THE AVERAGE union hourly wage rate was $1.356 for all the building trades in the 72 cities covered in a survey by the Bureau of Labor Statistics on June 1, 1938. The average for the journeyman trades was $1.465 and for helpers and laborers combined, $0.851.

Increases in wage rates were reported for 56.8 percent of the union members for whom comparable data for 1937 were available. These increases raised the index for all building trades 8.9 percent above that for 1937, to an all-time high of 106.7 (1929=100). The wage-rate index for the combined journeyman trades advanced to 106.1 and that for the helper and laborer trades to 111.7, both being new highs.

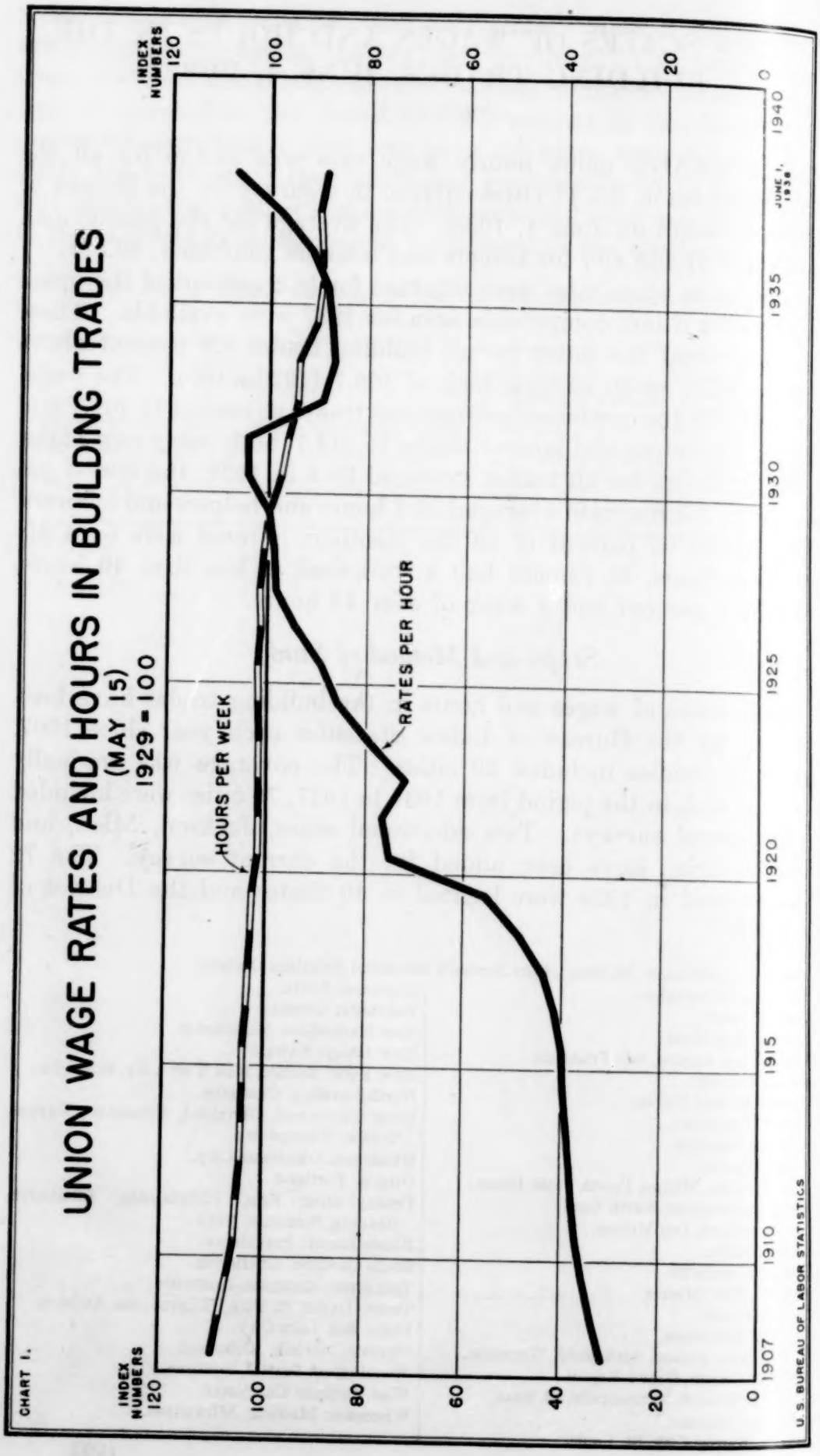
Weekly hours for all trades averaged 38.4 in 1938, the lowest yet recorded. Journeymen averaged 38.1 hours and helpers and laborers, 39.9. About 69 percent of all the members covered were on a 40-hour-week basis, 26 percent had a workweek of less than 40 hours, and only 5 percent had a week of over 40 hours.

Scope and Method of Study

Union scales of wages and hours in the building trades have been collected by the Bureau of Labor Statistics each year since 1907. The early studies included 39 cities. The coverage was gradually extended and, in the period from 1934 to 1937, 70 cities were included in the annual surveys. Two additional cities, Jackson, Miss., and Phoenix, Ariz., have been added for the current survey. The 72 cities covered in 1938 were located in 40 States and the District of Columbia.[2]

[1] Prepared by Frank S. McElroy of the Bureau's Industrial Relations Division.

[2] Alabama: Birmingham.
Arizona: Phoenix.
Arkansas: Little Rock.
California: Los Angeles, San Francisco.
Colorado: Denver.
Connecticut: New Haven.
District of Columbia.
Florida: Jacksonville.
Georgia: Atlanta.
Illinois: Chicago, Moline, Peoria, Rock Island.
Indiana: Indianapolis, South Bend.
Iowa: Davenport, Des Moines.
Kansas: Wichita.
Kentucky: Louisville.
Louisiana: New Orleans.
Maine: Portland.
Maryland: Baltimore.
Massachusetts: Boston, Springfield, Worcester.
Michigan: Detroit, Grand Rapids.
Minnesota: Duluth, Minneapolis, St. Paul.
Mississippi: Jackson.
Missouri: Kansas City, St. Louis.
Montana: Butte.
Nebraska: Omaha.
New Hampshire: Manchester.
New Jersey: Newark.
New York: Buffalo, New York City, Rochester.
North Carolina: Charlotte.
Ohio: Cincinnati, Cleveland, Columbus, Dayton, Toledo, Youngstown.
Oklahoma: Oklahoma City.
Oregon: Portland.
Pennsylvania: Erie, Philadelphia, Pittsburgh, Reading, Scranton, York.
Rhode Island: Providence.
South Carolina: Charleston.
Tennessee: Memphis, Nashville.
Texas: Dallas, El Paso, Houston, San Antonio.
Utah: Salt Lake City.
Virginia: Norfolk, Richmond.
Washington: Seattle, Spokane.
West Virginia: Charleston.
Wisconsin: Madison, Milwaukee.


UNION WAGE RATES AND HOURS IN BUILDING TRADES
(MAY 15)
1929 = 100
INDEX NUMBERS
120
100
80
60
40
20
0
HOURS PER WEEK
RATES PER HOUR
1907
1910
1915
1920
1925
1930
1935
1940
JUNE 1, 1938
U. S. BUREAU OF LABOR STATISTICS
CHART 1.

The date of the survey has been changed from May 15, as in previous years, to June 1. This change was made in view of the fact that a very considerable number of unions customarily negotiate their agreements as of June 1 each year. The period included in the computations of changes in scales of wages and hours for the present study, therefore, extends from May 15, 1937, to June 1, 1938, or slightly over a year. Under these circumstances the reports from unions which negotiated 1-year agreements between May 15 and June 1, 1937, will cover two wage and hour settlements instead of one, as would normally be the case. However, since there were only a few such instances, the report may safely be treated as comparable with those covering an exact yearly period.

As far as possible, the scales collected were those actually in force on June 1. The collection of the data was made by agents of the Bureau who personally visited some responsible official of each union included in the study. Each scale was verified by the union official interviewed, and was further checked by comparison with the written agreements when copies were available. Interviews were held with 1,442 union representatives and 2,499 quotations were received. The union membership covered by the scales of wages and hours in these 72 cities was approximately 440,000.

Union rates and prevailing rates.—It should be remembered that the rates quoted are for union members and for jobs worked on a union-contract basis. Union strength varies in the different cities and trades. Where practically all the workers of a particular trade belong to the local union, the union rate quoted is equivalent to the prevailing rate in the community. If only a few of the craftsmen belong to the union, the union rate may not be the actual prevailing rate. No attempt has been made in this study to discover what proportions of all the workers in each occupation, in each city, are members of their respective unions.

Averages.—The averages for each trade given in this report are weighted according to the number of members in the various local unions. Thus the averages reflect not only the specific scales provided for in union agreements but also the number of persons presumably benefiting from these scales.

Index numbers.—In the series of index numbers, the percentage change from year to year is based on aggregates computed from identical unions that reported for both years. The membership weights in both of the aggregates used in each year-to-year comparison are those reported for the second year. The index for each year is computed by multiplying the index for the preceding year by the ratio of the aggregates so obtained. The index numbers were revised

on this basis in 1936 in order to eliminate the influence of changes in union membership which obscure the real changes in wages and hours.[3]

ALTERATIONS IN CRAFTS COVERED

Paperhangers have been included in the study for the first time this year. Data for this craft were obtained not only as of June 1, 1938, but also for May 15, 1937. It was thus possible to include them in the tabulations of changes in rates and hours between 1937 and 1938.

Rodmen have been treated as a separate trade in the 1938 study. Previously the data for this occupation had been combined with those for structural-iron workers and were listed separately only when the rodmen's scales differed from those of the general iron workers. Inasmuch as the data for recomputation of the structural-iron workers' index numbers for previous years to exclude the rodmen are not available, these series are being continued on the combined basis for the sake of comparability. The percentage changes in average union wage rates and weekly hours over the preceding year, however, are shown separately for each occupation in the text.

Trend of Union Wage Rates and Hours, 1907 to 1938

The index of union hourly wage rates for the building trades advanced to 106.7 on June 1, 1938, an increase of 8.9 percent over last year. This index is the highest ever recorded, the previous high point being 104.5 in 1931. The decline after 1931 brought the index down to 86.8 in 1933, from which low point it has registered an accelerated rise in each successive year. The complete series of annual index numbers from 1907 to 1938 is shown in table 1.

An analysis of the rate increases, reported during the period from May 15, 1937, to June 1, 1938, indicates that the recent upward movement of union wage rates achieved its greatest momentum during the summer of 1937. Over half of all the rate increases reported in the period covered by this survey became effective during the 4 months between June 1 and October 1, 1937. In Chicago, Newark, and New York City, where the large union memberships exert a strong influence upon the movement of the general index, over 65 percent of the increases occurred in those months. Only about 10 percent of the increases in wage scales reported for these three cities became effective during the spring of 1938.

There was a higher percentage increase in the index of wage rates for the helper and laborer trades than in that for journeymen—10 percent as compared with 8.8 percent. The index for the unskilled and

[3] The method of revision is described in U. S. Bureau of Labor Statistics Bull. No. 626: Union Scales of Wages and Hours in the Building Trades, May 15, 1936.

semiskilled trades increased 11.7 percent above the base year (1929), and the journeyman index rose 6.1 percent. Each of these represents the highest point ever reached.

The index of union hours per week for all building trades decreased 1.7 percent between 1937 and 1938. It now stands at its lowest level, 88.7.

The decrease in scales of hours for the journeyman trades was 1.8 percent as compared with 1.5 percent for the helpers and laborers. The 1938 indexes are 88.4 and 89.9, respectively.

TABLE 1.—*Indexes of Union Hourly Wage Rates and Weekly Hours in All Building Trades, 1907 to 1938*

Year	Index numbers (1929=100)					
	All building trades		Journeymen		Helpers and laborers	
	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours
1907	31.5	110.0	31.7	109.3	30.7	113.1
1908	33.5	108.3	33.8	107.7	32.1	110.8
1909	35.1	106.8	35.5	106.4	33.2	108.5
1910	36.5	105.5	37.0	105.2	34.3	106.6
1911	37.1	105.1	37.6	104.8	34.5	106.4
1912	37.9	104.8	38.5	104.5	34.8	106.1
1913	38.8	104.6	39.4	104.2	35.8	106.1
1914	39.6	104.2	40.3	103.9	36.2	105.5
1915	39.9	104.1	40.6	103.8	36.5	105.4
1916	41.2	103.7	42.0	103.4	37.7	105.1
1917	43.8	103.5	44.3	103.2	41.4	104.7
1918	48.6	102.9	49.0	102.6	48.0	104.3
1919	55.7	102.4	56.0	102.2	55.5	103.3
1920	75.2	101.9	74.9	101.7	80.5	102.7
1921	76.6	101.8	76.3	101.6	81.3	102.7
1922	71.8	101.8	71.9	101.7	74.0	102.4
1923	79.4	101.9	79.2	101.8	78.5	102.6
1924	85.7	101.9	85.6	101.8	84.9	102.6
1925	89.0	101.9	88.8	101.8	87.7	102.4
1926	94.8	101.7	94.7	101.6	95.6	102.2
1927	98.1	101.5	97.9	101.4	97.3	102.2
1928	98.7	100.9	98.7	100.7	98.3	102.1
1929	100.0	100.0	100.0	100.0	100.0	100.0
1930	104.2	97.2	104.1	97.1	105.1	97.8
1931	104.5	96.0	104.5	95.8	104.5	97.0
1932	89.3	94.3	89.3	94.1	89.2	94.8
1933	86.8	94.0	86.9	93.8	85.2	94.4
1934	87.4	90.5	87.4	90.3	87.7	91.4
1935	88.4	89.8	88.4	89.6	88.2	90.8
1936	91.6	89.8	91.3	89.6	93.4	91.0
1937	98.0	90.2	97.6	90.0	101.5	91.3
1938	106.7	88.7	106.1	88.4	111.7	89.9

Average Union Wage Rates, 1938

The average union rate per hour for all building trades in the 72 cities studied on June 1, 1938, was $1.356. Rates ranged from 40 cents to $2.50. The rates for the combined journeyman trades ranged from 55 cents to $2.50, with more than half the membership having rates of $1.50 and higher. Nearly 30 percent had scales between $1.20 and $1.40. Almost 5 percent had rates of $2 or more an hour.

On the other hand, less than 2 percent were working under agreements providing rates of under $1 an hour. (See table 2.)

Sixteen journeyman trades reported scales of $1.50 or higher for over half their members. The bricklayers, lathers, marble setters, and plasterers each had a median rate of $1.60 or higher. Each of the journeyman trades had more than half its members with scales of $1.20 or more per hour, and all but four of the crafts had a majority of their members at rates of $1.30 or more. Rates of $2 or more per hour were in effect for 28 percent of the plasterers, 21 percent of the electricians, 17 percent of the steam and sprinkler fitters, 15 percent of the engineers, 13 percent of the plumbers and gas fitters, and over 5 percent of the lathers, sheet-metal workers, and structural-iron workers.

Although the proportion of the membership reported at these top scales was very substantial in some of these trades, the number of cities in which they occurred was relatively small. Scales of $2 or more per hour were reported only in Butte, Chicago, Cleveland, Newark, New York, Pittsburgh, St. Louis, San Francisco, and Washington, D. C. The highest effective journeyman rate reported was $2.50 per hour for bucket-hoist operators in New York City.

The composition roofers had the greatest spread of any trade between their lowest and highest rates, the highest being $2 for working foremen in Chicago and the lowest 60 cents for general roofers in Louisville.

The glaziers, machinists, composition roofers, and stonecutters were the only journeyman trades having as many as 5 percent of their members at rates of less than $1. The lowest rate reported for skilled crafts was 55 cents an hour for painters in Charleston, S. C.

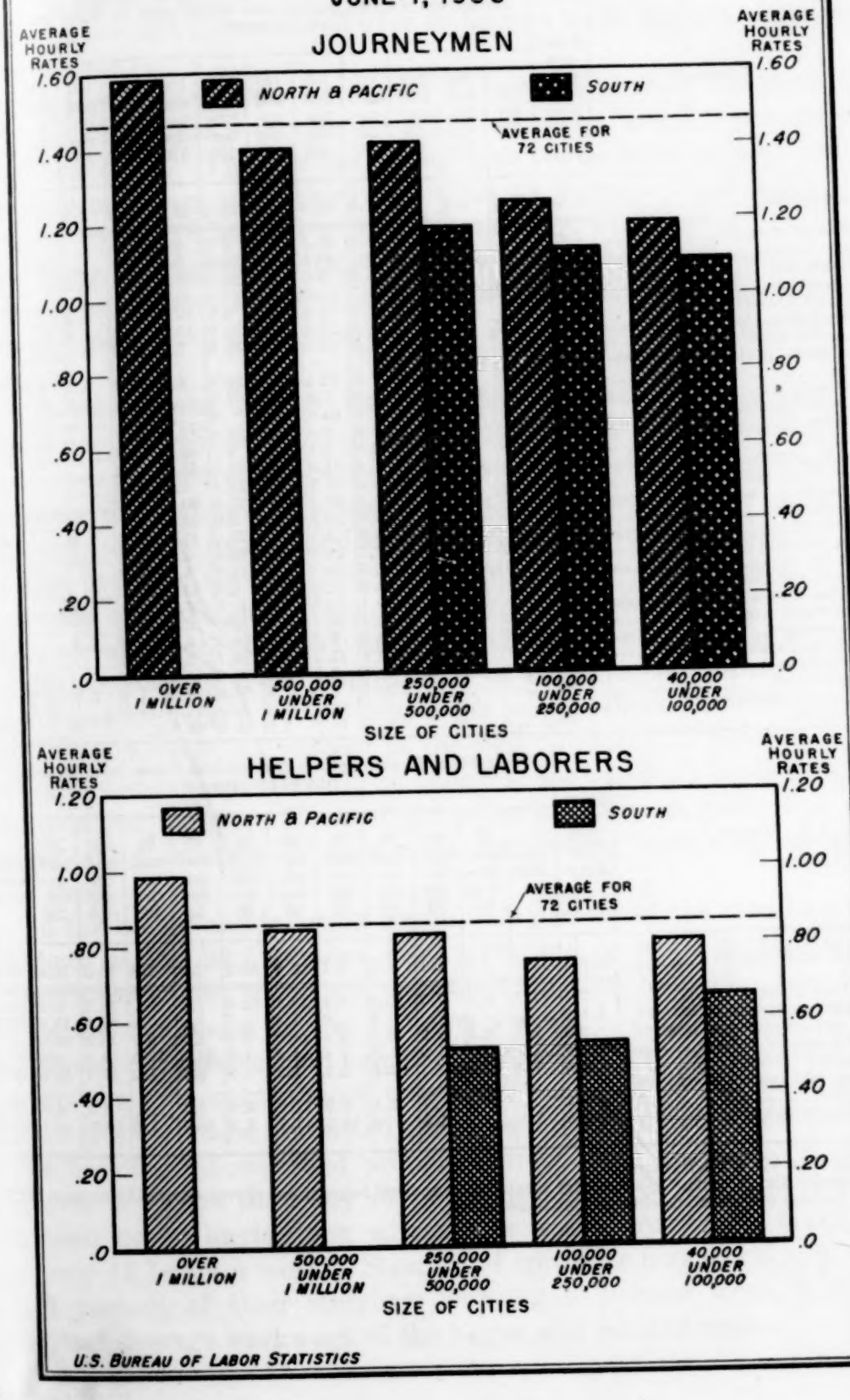
Rates for the helper and laborer trades ranged from 40 cents to $1.517, the lowest (40 cents) being for building laborers in Atlanta, Birmingham, Dallas, Jackson (Miss.), Jacksonville, and Nashville, and for hod carriers in Jacksonville; the highest ($1.517) being for plasterers' laborers in New York City. One-third of the helpers and laborers had hourly rates of $1 or more, with 58.3 percent having rates of 80 cents or higher.

A majority of the elevator constructors' helpers, marble setters' helpers, plasterers' laborers, and steam and sprinkler fitters' helpers had scales of $1 or more an hour. The building laborers, whose membership outranks all of the other unskilled and semiskilled trades combined, had rates of 75 cents an hour and higher for over half their membership. The steam and sprinkler fitters' helpers had 40.2 percent of their members on scales between $1.50 and $1.60. Plasterers' laborers reported 24.3 percent of their members as receiving $1.40 or better, while 37.4 percent of the marble setters' helpers were shown

CHART 2.

AVERAGE UNION WAGE RATES IN BUILDING TRADES ACCORDING TO SIZE OF CITY AND REGION

JUNE 1, 1938



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at scales of $1.30 to $1.40. These highest scales were found in Butte, Newark, New York City, and San Francisco.

TABLE 2.—*Distribution of Union Members in the Building Trades, by Hourly Wage Rates, June 1, 1938*

Trade	Average rate per hour	Percentage of union journeymen whose rates (in cents) per hour were—											
		Under 100	100 and under 110	110 and under 120	120 and under 130	130 and under 140	140 and under 150	150 and under 160	160 and under 170	170 and under 180	180 and under 190	190 and under 200	200 and over
Journeymen	$1.465	1.3	4.0	8.5	17.9	11.9	2.6	18.3	13.0	14.0	2.3	1.3	4.9
Asbestos workers	1.450	-----	1.4	3.2	17.6	37.5	5.4	8.1	9.9	11.2	-----	-----	5.7
Boilermakers	1.624	-----	.1	-----	8.1	10.4	-----	32.0	8.3	8.8	-----	32.3	-----
Bricklayers	1.648	-----	.6	-----	3.2	5.6	1.5	26.6	13.5	22.7	25.2	-----	1.1
Carpenters	1.398	.7	6.3	10.1	26.1	11.8	4.4	11.1	12.3	17.2	-----	-----	-----
Cement finishers	1.440	-----	1.9	3.8	36.6	10.8	4.5	9.4	10.7	20.7	1.4	-----	.2
Electricians, inside wiremen	1.544	1.2	2.7	9.2	14.0	13.3	.6	11.9	11.6	13.3	1.2	-----	21.0
Elevator constructors	1.527	-----	.6	2.4	10.0	12.0	9.5	30.9	7.9	22.8	3.9	-----	-----
Engineers, portable and hoisting	1.566	1.3	3.5	5.3	7.3	12.1	3.4	26.6	8.0	9.4	3.3	4.8	15.0
Glaziers	1.388	5.2	10.8	21.0	15.2	9.8	2.3	7.2	-----	-----	13.1	15.4	-----
Granite cutters	1.239	-----	29.3	11.3	7.1	45.3	3.7	.8	-----	-----	-----	-----	2.5
Lathers	1.590	1.2	.6	.2	5.9	6.6	3.9	24.6	15.4	35.7	-----	-----	5.9
Machinists	1.407	9.9	3.5	.4	28.5	3.1	-----	9.7	40.6	4.3	-----	-----	-----
Marble setters	1.563	-----	.3	-----	7.3	17.2	1.0	13.0	58.6	2.6	-----	-----	-----
Mosaic and terrazzo workers	1.422	-----	2.4	1.2	36.9	17.6	1.5	12.4	7.8	20.2	-----	-----	-----
Painters	1.364	2.6	4.2	16.4	18.7	10.3	(1)	27.3	20.3	.2	-----	-----	-----
Paperhangers	1.334	2.0	9.1	11.8	34.8	10.8	-----	3.0	28.5	-----	-----	-----	-----
Plasterers	1.688	-----	.3	.1	6.2	5.1	-----	27.4	13.1	18.2	.8	-----	28.8
Plumbers and gas fitters	1.515	.2	.8	9.4	11.7	14.0	6.4	23.3	2.2	18.2	-----	-----	13.8
Rodmen	1.465	.1	2.6	8.7	25.7	10.7	.6	13.5	2.6	33.2	-----	-----	2.3
Roofers, composition	1.283	13.5	10.4	8.4	25.5	11.6	2.3	5.4	12.2	9.2	-----	-----	1.5
Roofers, slate and tile	1.430	4.6	3.0	8.7	19.1	15.3	3.2	13.0	10.9	13.3	8.9	-----	-----
Sheet-metal workers	1.407	1.6	3.6	8.3	21.4	28.1	.7	10.0	2.5	23.8	-----	-----	-----
Sign painters	1.564	.2	6.3	5.8	13.3	8.3	4.1	14.3	5.3	26.3	7.8	-----	8.3
Steam and sprinkler fitters	1.577	.1	2.5	2.8	9.4	13.2	4.4	19.7	5.7	24.8	-----	-----	17.4
Stonecutters	1.362	9.7	7.8	3.4	33.1	3.9	6.3	12.0	15.0	.1	-----	8.4	.3
Stonemasons	1.564	-----	.7	-----	20.4	5.6	7.8	23.8	8.4	11.9	6.5	14.9	-----
Structural-iron workers	1.597	-----	.2	-----	7.5	16.4	1.2	29.3	11.0	14.8	-----	13.8	5.8
Tile layers	1.505	-----	.6	-----	18.7	14.3	2.9	19.1	44.4	-----	-----	-----	-----

Trade	Average rate per hour	Percentage of union helpers and laborers whose rates (in cents) per hour were—											
		Under 60	60 and under 65	65 and under 70	70 and under 75	75 and under 80	80 and under 85	85 and under 90	90 and under 95	95 and under 100	100 and under 110	110 and under 120	120 and over
Helpers and laborers [2]	$0.851	12.1	8.7	5.1	8.7	7.1	8.9	10.2	4.5	1.3	16.0	10.5	6.9
Building laborers	.771	17.7	8.5	7.2	11.0	7.4	10.1	12.9	3.5	-----	16.5	5.2	-----
Elevator constructors' helpers	1.116	-----	-----	-----	.3	.6	1.4	4.8	3.4	10.4	27.6	13.5	38.0
Hod carriers (masons' tenders)	.895	2.5	6.3	2.2	9.1	8.4	14.0	8.8	3.5	5.2	18.3	18.3	3.4
Marble setters' helpers	1.059	1.9	-----	1.0	1.5	6.4	4.8	4.3	11.3	12.6	12.3	6.5	37.4
Plasterers' laborers	1.115	1.5	2.5	-----	2.1	2.9	1.2	1.6	8.0	1.2	17.1	32.0	29.9
Steam and sprinkler fitters' helpers	1.102	-----	10.4	.7	2.4	9.9	11.8	4.9	6.1	-----	6.9	6.7	40.2
Tile layers' helpers	1.019	1.8	-----	1.3	.9	16.0	1.1	9.2	13.1	7.5	4.6	10.1	34.4

[1] Less than 1/10 of 1 percent.

[2] Includes also plumbers' laborers and composition roofers' helpers, not shown separately because of the small number of quotations obtained for these trades.

Union Hours, 1938

Forty hours was predominantly specified as the maximum workweek for the building trades in the cities studied. Over 69 percent of all the union members were reported as working on a 40-hour basis. Sixteen percent had a 35-hour scale and 9.5 percent a 30-hour scale. Only 5.1 percent were allowed over 40 hours a week without overtime. (See table 3.)

The journeyman trades reported 70 percent of their members on a 40-hour week, 18.3 percent on a 35-hour week, and 9.9 percent on a 30-hour week. Three of the journeyman trades reported a majority of their members as working less than 40 hours. These were the granite cutters, who had a 35-hour scale for 51.5 percent of their members; the painters, with 35.8 percent on 35-hour scales, and 18.1 percent on 30-hour scales; and the plasterers, who had 30-hour scales for 41.8 percent of their members and 32- and 35-hour scales for 8.1 percent.

The electricians, lathers, and paperhangers each reported 30-hour scales for over 20 percent of their members. A weekly limit of 35 hours was established for over 30 percent of the boilermakers, glaziers, painters, and sign painters, and for over 20 percent of the bricklayers, cement finishers, mosaic and terrazzo workers, and stonemasons.

The portable and hoisting engineers and the two roofing crafts were the only trades in which as many as 1 percent of the members were permitted to work 48 hours. The majority of the 48-hour scales in the engineering group applied only to heavy construction, such as dams and highways. A 44-hour week was in effect for 13.3 percent of the machinists, 6.3 percent of the sign painters, 5.2 percent of the elevator constructors (mostly on maintenance), and 3.6 percent of the composition roofers. None of the other journeyman crafts had any significant percentage of their members working more than 40 hours per week.

In the helper and laborers' group 64.8 percent of the members had 40-hour scales, 22.2 percent were permitted to work more than 40 hours a week, and 13 percent were limited to less than 40. Less than 3 percent had scales of over 44 hours a week.

Elevator constructors' helpers, marble setters' helpers, and tile layers' helpers were almost universally working 40 hours a week. None of these trades permitted over 44 hours for any of their members. The building laborers had proportionately more members on scales of over 40 hours than any other trade. They were the only trade in their group having any agreements which provided a maximum of over 45 hours a week. Steam and sprinkler fitters' helpers, with 40.3 percent of their members working a 30-hour week, had the shortest average workweek of the helper and laborer trades.

TABLE 3.—*Distribution of Union Members in Each Building Trade, by Weekly Hours, June 1, 1938*

Trade	Average hours per week	Percentage of union members whose hours per week were—						
		30	32	35	40	44	45	48
All building trades	38.4	9.5	0.3	16.0	69.1	4.4	0.3	0.4
Journeymen	38.1	9.9	.4	18.3	70.0	1.1	-------	.3
Asbestos workers	39.0	8.4	-------	3.2	88.4	-------	-------	-------
Boilermakers	38.2	2.0	-------	32.4	65.5	.1	-------	-------
Bricklayers	38.5	1.7	-------	27.4	70.3	.6	-------	-------
Carpenters	38.9	2.1	-------	18.4	78.4	1.1	-------	-------
Cement finishers	38.7	1.3	-------	26.0	70.2	2.0	-------	.5
Electricians, inside wiremen	37.5	24.5	-------	1.9	72.4	.9	-------	.3
Elevator constructors	40.1	1.2	-------	.4	93.2	5.2	-------	-------
Engineers, portable and hoisting	40.1	4.1	-------	2.9	83.6	1.8	-------	7.6
Glaziers	38.4	1.1	-------	31.3	64.8	2.8	-------	-------
Granite cutters	37.4	-------	-------	51.5	48.0	.5	-------	-------
Lathers	37.1	24.7	-------	8.5	66.4	.2	-------	.2
Machinists	40.3	-------	-------	4.3	82.4	13.3	-------	-------
Marble setters	39.9	.5	-------	1.4	97.6	.5	-------	-------
Mosaic and terrazzo workers	38.9	1.2	-------	21.4	76.2	1.2	-------	-------
Painters	36.4	18.1	-------	35.8	45.8	.3	-------	-------
Paperhangers	36.5	29.3	-------	12.6	57.5	.6	-------	-------
Plasterers	35.3	41.8	5.3	2.8	48.7	1.4	-------	-------
Plumbers and gas fitters	37.9	15.8	3.0	5.8	74.2	1.2	-------	-------
Rodmen	39.8	1.7	-------	.8	97.0	.5	-------	-------
Roofers, composition	39.5	.9	-------	[1] 13.7	80.8	3.6	-------	1.0
Roofers, slate and tile	39.6	.8	-------	10.1	86.7	1.4	-------	1.0
Sheet-metal workers	38.9	2.1	-------	17.2	80.3	.4	-------	-------
Sign painters	38.2	1.6	-------	37.0	55.1	6.3	-------	-------
Steam and sprinkler fitters	37.6	19.3	3.0	5.7	71.0	1.0	-------	-------
Stonecutters	39.5	-------	-------	10.2	88.4	1.4	-------	-------
Stonemasons	38.4	1.4	-------	27.3	71.1	.2	-------	-------
Structural-iron workers	39.1	3.8	-------	10.3	85.3	.6	-------	-------
Tile layers	39.8	1.2	-------	1.2	97.0	.6	-------	-------
Helpers and laborers [2]	39.9	7.4	-------	5.6	64.8	20.0	1.5	[3] 1.7
Building laborers	40.9	.8	-------	5.8	63.2	27.4	1.8	[3] 1.0
Elevator constructors' helpers	40.1	.9	-------	.1	95.2	3.8	-------	-------
Hod carriers (masons' tenders)	39.9	3.5	-------	10.8	66.4	16.9	2.2	[3] 2
Marble setters' helpers	39.9	.9	-------	.7	98.4	-------	-------	-------
Plasterers' laborers	36.0	39.8	-------	2.0	55.5	1.9	.8	-------
Steam and sprinkler fitters' helpers	35.7	40.3	-------	5.8	52.7	1.2	-------	-------
Tile layers' helpers	39.4	5.1	-------	1.1	93.8	-------	-------	-------

[1] Includes 3/10 of 1 percent having a 36.9-hour scale, amounting to less than 1/10 of 1 percent in the journeyman totals.

[2] Includes also plumbers' laborers and composition roofers' helpers, not shown separately because of the small number of quotations obtained for these trades.

[3] 1/10 of 1 percent of the building laborers and 3/10 of 1 percent of the hod carriers had 49-hour scales, amounting to 1/10 of 1 percent of the group totals.

Overtime Rates

Double time was specified as the initial overtime rate in agreements covering 63.6 percent of the total building trades membership in the cities surveyed. Time and one-half was reported for 35.4 percent of the membership. A small number of reports showed time and one-third or specific monetary rates which were not multiples of the regular rates. In 34 instances no provision was made in the agreements for any penalty rate for overtime. Four other agreements prohibited overtime work entirely. (See table 4.)

Nearly 72 percent of the journeymen had agreements calling for double pay for excess hours and 27.4 percent had scales of time and one-half. Double time was specified most frequently in 18 of these trades and applied to a majority of the members in 21 trades.

Time and one-half predominated as the initial overtime rate among the helpers and laborers, being specified for 72.5 percent of the membership covered. Double time was reported as the overtime rate for 25 percent of the members. The high percentage of the combined helpers and laborers shown at the time and one-half rate was due to the influence of the building laborers, who had this rate for 87.5 percent of their membership. Only two other helper trades reported a majority of their members at the time and one-half rate. Each of the other helper and laborer trades had double time as the overtime rate for a majority of their members.

TABLE 4.—*Overtime Rates Provided in Building-Trades Union Agreements, June 1, 1938*

Trade	Number of quotations showing initial overtime rates of—					Percentage of union members having initial overtime rates of—				
	Time and one-half	Double time	Other penalty scales	Overtime prohibited	No penalty rate specified	Time and one-half	Double time	Other penalty scales	Overtime prohibited	No penalty rate specified
All building trades	1,113	1,329	19	4	34	35.4	63.6	0.2	0.1	0.7
Journeymen	846	1,131	17	4	27	27.4	71.9	.3	.1	.3
Asbestos workers	22	30	------	------	------	20.7	79.3	------	------	------
Boilermakers	4	29	------	------	------	2.9	97.1	------	------	------
Bricklayers	21	55	1	------	------	9.0	90.6	.4	------	------
Carpenters	34	62	1	------	------	17.2	82.7	.1	------	------
Cement finishers	41	27	------	------	1	53.6	45.9	------	------	.5
Electricians, inside wiremen	34	48	1	------	2	38.6	60.8	.2	------	.4
Elevator constructors	21	86	------	------	------	8.9	91.1	------	------	------
Engineers, portable and hoisting	100	118	------	------	------	28.1	71.9	------	------	------
Glaziers	42	18	3	1	1	45.0	49.0	1.3	4.6	.1
Granite cutters	17	20	------	------	------	26.7	73.3	------	------	------
Lathers	14	63	------	------	4	2.8	93.1	------	------	4.1
Machinists	9	17	------	------	------	7.7	92.3	------	------	------
Marble setters	31	32	1	------	------	25.5	74.3	.2	------	------
Mosaic and terrazzo workers	31	23	------	------	------	49.7	50.3	------	------	------
Painters	70	19	2	1	2	55.9	43.0	.5	.4	.2
Paperhangers	42	9	2	------	1	86.9	11.3	.9	------	.9
Plasterers	18	54	------	------	------	8.3	91.7	------	------	------
Plumbers and gas fitters	23	51	------	------	2	10.0	89.6	------	------	.4
Rodmen	3	60	------	------	------	3.3	96.7	------	------	------
Roofers, composition	43	18	2	------	3	58.0	37.8	3.6	------	.6
Roofers, slate and tile	29	11	2	------	1	53.6	38.4	7.6	------	.4
Sheet-metal workers	16	46	------	------	------	16.4	83.6	------	------	------
Sign painters	49	13	1	------	1	49.8	49.4	.2	------	.6
Steam and sprinkler fitters	28	64	------	------	2	35.3	64.5	------	------	.2
Stonecutters	40	21	------	2	4	41.3	53.2	------	4.0	1.5
Stonemasons	23	41	1	------	3	19.0	68.4	.1	------	12.5
Structural-iron workers	2	70	------	------	------	1.1	98.9	------	------	------
Tile layers	39	26	------	------	------	40.7	59.3	------	------	------
Helpers and laborers	267	198	2	------	7	72.5	25.0	(1)	------	2.5
Building laborers	73	10	------	------	3	87.5	9.0	------	------	3.5
Composition roofers' helpers	14	5	2	------	2	70.6	20.3	6.0	------	3.1
Elevator constructors' helpers	11	71	------	------	------	2.5	97.5	------	------	------
Hod carriers (masons' tenders)	48	20	------	------	1	80.1	19.1	------	------	.8
Marble setters' helpers	29	13	------	------	------	32.9	67.1	------	------	------
Plasterers' laborers	33	24	------	------	1	38.2	60.6	------	------	1.2
Plumbers' laborers	15	11	------	------	------	16.6	83.4	------	------	------
Steam and sprinkler fitters' helpers	9	36	------	------	------	10.1	89.9	------	------	------
Tile layers' helpers	35	8	------	------	------	46.6	53.4	------	------	------

[1] Less than 1/10 of 1 percent.

Changes in Union Scales Between 1937 and 1938 [4]

Increases in wage rates were reported in 895, or almost 39 percent, of the 1938 quotations which were comparable with 1937 (see table 5). Only 15 quotations—less than 1 percent—were lower than the comparable quotations for 1937, while 1,383, or 60 percent, remained unchanged. The unions reporting increases, however, comprised those with the larger memberships, for 56.8 percent of the total members covered had higher wage scales on June 1, 1938, than on May 15, 1937. Only 0.1 percent of the total membership had decreased scales, while rates for 43.1 percent continued at the 1937 level.

The proportion of increases among the helper and laborer trades (47.5 percent) considerably exceeded that of the journeyman group (37.1 percent). The helpers and laborers likewise exceeded the journeymen in the proportion of members affected by rate increases, 60.5 percent as compared with 56.0 percent.

The elevator constructors and elevator constructors' helpers led all the other trades in proportionate number of increases, having rate increases in 84.3 and 83.3 percent, respectively, of their comparable quotations. The only other trades for which as many as 50 percent of the quotations showed increases were asbestos workers, boilermakers, rodmen, and composition roofers. Sign painters, with 6 increases among 64 comparable quotations, had the smallest proportionate number of increases. No craft had more than two quotations showing wage-rate decreases.

Since the number of members covered by particular quotations may vary from a handful to several thousand, the proportion of union members affected by the changes varied considerably from the proportion of changes in quotations. Thus, wage-rate increases affected 83.9 percent of the elevator constructors' membership in the cities covered and over 75 percent of the members in the boilermakers and marble setters' trades. At least half the membership in each of 18 other journeyman trades were affected by increases. In the helper and laborer group the elevator constructors' helpers had 89.5 percent of their members affected by rate increases. Plumbers' laborers and

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[4] Certain anomalies enter into a comparison of average rates between 2 years when such averages reflect not only the actual rates provided for in the agreements but the number of union members for that year in each local union covered by the reported rates. By and large, it would be expected that a general increase in actual rates would be accompanied by a corresponding increase in the average rate paid to union members, but if union membership increases most (or decreases least) in the lower-paid crafts or in areas with less-than-average rates, the change in the average of the rates paid to all union members may not increase correspondingly or may even show a decrease. Conversely, the average rate may increase in spite of a downward swing in actual rates, if union membership declines sufficiently in the lower-paid crafts or in areas where lower-than-average rates are paid.

Because the averages do not accurately reflect changes from year to year, no table comparing 1937 and 1938 averages is included in this report. For the trend of actual union rates, the table of indexes (table 1), which is so computed as to eliminate the effect of fluctuating memberships at various rates, should be consulted.

steam and sprinkler fitters' helpers, with 83.1 and 78.3 percent of their memberships having rate increases, were second and third in this group. Every one of the helper and laborer trades had more than 50 percent of its members reported as receiving rate increases.

The 15 quotations, which showed decreases in wage rates, were distributed among 10 journeyman and 3 helper and laborer trades. In none of these crafts did the decreases affect as much as 2 percent of the membership.

TABLE 5.—*Number of Changes in Union Wage-Rate Quotations, and Percent of Members Affected, June 1, 1938, Compared With May 15, 1937*

Trade	Number of quotations comparable with 1937	Number of quotations showing—			Percent of union members affected		
		Increase	Decrease	No change	Increase	Decrease	No change
All building trades	2,293	895	15	1,383	56.8	0.1	43.1
Journeymen	1,872	695	12	1,165	56.0	.1	43.9
Asbestos workers	51	35		16	72.9		27.1
Boilermakers	31	17		14	75.6		24.4
Bricklayers	75	20	1	54	57.1	.1	42.8
Carpenters	93	32	1	60	56.5	.2	43.3
Cement finishers	68	20	1	47	56.5	.2	43.3
Electricians, inside wiremen	82	35	1	46	69.8	.1	30.1
Elevator constructors	102	86		16	83.9		16.1
Engineers, portable and hoisting	190	49	1	140	28.3	.1	71.6
Glaziers	55	16	2	37	58.1	.3	41.6
Granite cutters	35	13	2	20	65.7	1.3	33.0
Lathers	74	26		48	62.9		37.1
Machinists	23	8		15	52.3		47.7
Marble setters	61	20		41	76.6		23.4
Mosaic and terrazzo workers	51	19		32	60.2		39.8
Painters	85	18	1	66	46.3	.2	53.5
Paperhangers	40	6	1	33	16.0	.1	83.9
Plasterers	71	24		47	66.5		33.5
Plumbers and gas fitters	72	34		38	72.4		27.6
Rodmen	61	31		30	57.3		42.7
Roofers, composition	52	26		26	67.3		32.7
Roofers, slate and tile	35	13		22	49.5		50.5
Sheet-metal workers	59	24		35	63.0		37.0
Sign painters	64	6		58	5.9		94.1
Steam and sprinkler fitters	87	34		53	73.5		26.5
Stonecutters	58	15		43	45.3		54.7
Stonemasons	66	20	1	45	40.6	.1	59.3
Structural-iron workers	69	29		40	55.9		44.1
Tile layers	62	19		43	69.5		30.5
Helpers and laborers	421	200	3	218	60.5	.1	39.4
Building laborers	72	31		41	56.3		43.7
Composition roofers' helpers	18	8		10	59.8		40.2
Elevator constructors' helpers	78	65		13	89.5		10.5
Hod carriers (masons' tenders)	63	21		42	53.7		46.3
Marble setters' helpers	37	14	1	22	66.6	.8	32.6
Plasterers' laborers	51	20	1	30	67.6	.6	31.8
Plumbers' laborers	19	8		11	83.1		16.9
Steam and sprinkler fitters' helpers	44	15		29	78.3		21.7
Tile layers' helpers	39	18	1	20	70.9	.5	28.6

The wage-rate increases reported ranged from a few small adjustments to advances of 66 percent in the hourly scales of bucket-hoist operators and the laborers working with alteration plumbers and alteration steamfitters in New York City. Over two-thirds of the increases amounted to 10 percent or more. These quotations covered

three-fourths of all the union members who received rate increases. The distribution of the increases and of the members who benefited from the increases is shown in table 6.

The most frequently occurring percentage increases among the journeyman trades were those ranging between 10 and 15 percent, and included 256 quotations, or slightly more than one-third of all the journeyman increases. These quotations, however, applied to less than one-third of the journeymen who received increases. Somewhat less than one-third of the journeymen's increases (224) amounted to 15 percent or more. Although smaller in number, these increases affected 26.2 percent of the total journeyman membership for whom there were comparable quotations, and nearly 47 percent of the members who received increases.

At least half of the increases recorded for each journeyman trade, except granite cutters, amounted to 10 percent or better. Bricklayers, cement finishers, mosaic and terrazzo workers, stonemasons, and tile layers all reported the majority of their increases as being 15 percent or greater.

The machinists and granite cutters were the only journeyman trades in which over half the members who received increases had their wage scales raised by less than 10 percent. For the bricklayers, cement finishers, electricians, mosaic and terrazzo workers, painters, composition roofers, sign painters, stonemasons, and tile layers the range of increases was 15 percent or higher for over half the members affected by increases.

Among the helper and laborer trades there were 72 increases of less than 10 percent, 51 of 10 to 15 percent, and 77 of 15 percent and over. Over 45 percent of the members who had rate increases had their scales raised at least 15 percent.

The hod carriers had the greatest proportion of increases in the range of 15 percent upward among the helper and laborer trades. The plumbers' laborers, however, reported a greater proportion of their membership as receiving increases of this amount. Every trade in this group except the building laborers reported over half their membership having any increases as being raised at least 10 percent.

TABLE 6.—*Number of Increases in Union Wage-Rate Quotations and Percent of Members Affected, by Percent of Increase, June 1, 1938, Compared With May 15, 1937*

Trade	Number of quotations showing increases of—						Percentage of total members affected by increases of—					
	Less than 10 percent	10 and under 15 percent	15 and under 20 percent	20 and under 25 percent	25 and under 30 percent	30 percent and over	Less than 10 percent	10 and under 15 percent	15 and under 20 percent	20 and under 25 percent	25 and under 30 percent	30 percent and over
All building trades	287	307	102	88	81	30	14.2	16.2	8.8	5.3	10.0	2.3
Journeymen	215	256	76	69	61	18	11.9	17.9	9.5	4.9	10.4	1.4
Asbestos workers	8	20	1	2	2	2	15.8	42.1	4.8	3.0	1.1	6.1
Boilermakers	8	5	2	1	-----	1	24.0	14.3	32.6	2.7	-----	2.0
Bricklayers	5	5	3	4	3	-----	4.3	19.3	4.6	4.5	24.4	-----
Carpenters	10	12	2	2	5	1	17.8	13.9	.9	6.2	17.4	.3
Cement finishers	6	4	3	2	5	-----	15.7	13.3	4.4	1.5	21.6	-----
Electricians, inside wiremen	7	18	5	1	3	1	10.4	24.5	32.5	1.0	1.1	.3
Elevator constructors	33	32	13	8	-----	-----	21.5	32.5	4.5	25.4	-----	-----
Engineers, portable and hoisting	23	18	3	-----	3	2	13.7	11.8	1.4	-----	.4	1.0
Glaziers	4	7	3	-----	-----	2	19.4	30.6	6.3	-----	-----	1.8
Granite cutters	8	5	-----	-----	-----	-----	56.7	9.0	-----	-----	-----	-----
Lathers	7	8	2	3	5	1	7.2	27.5	4.2	.9	17.2	5.9
Machinists	3	2	-----	1	1	1	38.9	1.1	-----	5.6	4.5	2.2
Marble setters	10	6	1	2	1	-----	21.4	51.3	2.0	.9	1.0	-----
Mosaic and terrazzo workers	1	5	5	5	3	-----	2.8	11.9	8.4	26.7	10.4	-----
Painters	8	7	1	2	-----	-----	1.8	14.2	23.3	7.0	-----	-----
Paperhangers	1	4	-----	1	-----	-----	.9	10.8	-----	4.3	-----	-----
Plasterers	5	8	3	4	3	1	12.6	25.7	6.2	1.9	1.2	18.9
Plumbers and gas fitters	13	9	5	4	2	1	16.6	24.5	5.8	7.1	9.4	9.0
Rodmen	6	12	1	6	5	1	8.1	23.2	.4	2.5	23.0	.1
Roofers, composition	10	7	3	3	2	1	19.9	11.9	14.4	16.0	4.9	.2
Roofers, slate and tile	4	6	2	1	-----	-----	7.8	20.9	18.8	2.0	-----	-----
Sheet-metal workers	5	15	2	1	1	-----	4.7	38.1	3.0	1.1	16.1	-----
Sign painters	3	2	-----	-----	1	-----	.9	1.6	-----	-----	3.4	-----
Steam and sprinkler fitters	11	12	5	2	4	-----	15.8	32.6	1.8	3.6	19.7	-----
Stonecutters	2	6	1	2	2	2	.8	23.1	5.2	.6	12.4	3.2
Stonemasons	3	5	3	3	5	1	1.4	9.4	4.7	3.6	20.9	.6
Structural-iron workers	8	10	2	5	4	-----	17.1	12.1	14.8	2.0	9.9	-----
Tile layers	3	6	5	4	1	-----	15.8	9.8	39.2	4.0	.7	-----
Helpers and laborers	72	51	26	19	20	12	25.7	7.4	5.1	7.5	7.8	7.0
Building laborers	10	3	2	6	9	1	32.2	5.2	.6	9.6	8.0	.7
Composition roofers' helpers	4	4	-----	-----	-----	-----	17.9	41.9	-----	-----	-----	-----
Elevator constructors' helpers	28	23	9	4	-----	1	21.0	26.0	7.6	32.4	-----	2.5
Hod carriers (masons' tenders)	5	2	5	3	5	1	10.6	3.6	16.5	3.6	17.6	1.8
Marble setters' helpers	4	5	2	3	-----	-----	11.3	51.0	1.0	3.3	-----	-----
Plasterers' laborers	6	4	2	1	3	4	25.3	6.9	8.4	2.4	7.6	17.0
Plumbers' laborers	4	1	1	-----	-----	2	7.0	4.6	10.8	-----	-----	60.7
Steam and sprinkler fitters' helpers	4	6	-----	-----	2	3	3.3	25.4	-----	-----	.4	49.2
Tile layers' helpers	7	3	5	2	1	-----	16.2	9.4	42.5	.7	2.1	-----

Decreases in scales of hours between 1937 and 1938 were reported in 118 quotations and increases in 25, while no change was indicated in 1,767 quotations. The increases affected only 1.8 percent of all the members; the decreases affected 13.0 percent. A slightly larger proportion of the journeymen had hour changes than of the helpers and laborers. Proportionately, the increases in hour scales affected over twice as many helpers and laborers as they did journeymen. The decreases, on the other hand, affected in proportion about a third more journeymen than helpers and laborers.

None of the trades had any very substantial proportion of their membership affected by hour increases—7.4 percent of the glaziers being the highest recorded. The granite cutters reported decreased

hours for 53.2 percent of their members and boilermakers, plumbers and gas fitters, plumbers' laborers, and steam and sprinkler fitters' helpers each showed decreases for over 30 percent of their members. Three of the journeyman trades and three of the helper and laborer trades had no changes in hour scales for any of their members.

TABLE 7.—*Number of Changes in Union Hour Quotations, and Percent of Members Affected, June 1, 1938, Compared With May 15, 1937*

Trade	Number of quotations comparable with 1937	Number of quotations showing—			Percent of union members affected		
		Increase	Decrease	No change	Increase	Decrease	No change
All building trades	2,293	25	118	2,150	1.8	13.0	85.2
Journeymen	1,872	15	90	1,767	1.4	13.5	85.1
Asbestos workers	51		3	48		7.2	92.8
Boilermakers	31		1	30		31.2	68.8
Bricklayers	75		2	73		26.0	74.0
Carpenters	93	2	3	88	.4	15.6	84.0
Cement finishers	68		4	64		25.1	74.9
Electricians, inside wiremen	82	1	5	76	.2	2.8	97.0
Elevator constructors	102	1	11	90	.4	7.9	91.7
Engineers, portable and hoisting	190		8	182		2.1	97.9
Glaziers	55	2	6	47	7.4	22.1	70.5
Granite cutters	35		5	30		53.2	46.8
Lathers	74		3	71		7.1	92.9
Machinists	23		1	22		4.5	95.5
Marble setters	61			61			100.0
Mosaic and terrazzo workers	51		2	49		20.3	79.7
Painters	85	5	4	76	5.6	4.6	89.8
Paperhangers	40	1	2	37	.1	4.8	95.1
Plasterers	71	2	3	66	5.5	19.6	74.9
Plumbers and gas fitters	72		7	65		32.4	67.6
Rodmen	61			61			100.0
Roofers, composition	52		2	50		13.7	86.3
Roofers, slate and tile	35		1	34		9.4	90.6
Sheet-metal workers	59		2	57		16.3	83.7
Sign painters	64	1	3	60	(1)	8.0	92.0
Steam and sprinkler fitters	87		5	82		22.7	77.3
Stonecutters	58		2	56		9.2	90.8
Stonemasons	66		4	62		26.8	73.2
Structural-iron workers	69		1	68		9.0	91.0
Tile layers	62			62			100.0
Helpers and laborers	421	10	28	383	3.6	10.3	86.1
Building laborers	72	5	6	61	4.7	6.3	88.9
Composition roofers' helpers	18			18			100.0
Elevator constructors' helpers	78	1	10	67	.6	6.3	93.1
Hod carriers (masons' tenders)	63	2	4	57	3.6	12.3	84.1
Marble setters' helpers	37			37			100.0
Plasterers' laborers	51	2	4	45	1.8	18.1	80.1
Plumbers' laborers	19		2	17		31.6	68.4
Steam and sprinkler fitters' helpers	44		2	42		41.6	58.4
Tile layers' helpers	39			39			100.0

[1] Less than 1/10 of 1 percent.

Regional Differences in Wage Rates

There is no city in the South with a population of over 500,000. Consequently, any comparison between the regions of average wage rates in cities of comparable size must be confined to population groups 3, 4, and 5. (See table 8.) Cities are grouped according to population as follows: Group 1, cities of over 1,000,000 population;

group 2, 500,000 to 1,000,000; group 3, 250,000 to 500,000; group 4, 100,000 to 250,000; and group 5, 40,000 to 100,000.

The averages for the combined building trades in the North and Pacific cities varied directly with the population group. In the South, however, the average of cities in group 3 was 6.9 cents lower than that of group 4, and 2.3 cents lower than that of group 5. The only exception in the averages for the journeyman crafts was a slightly higher average (1.3 cents) in the North and Pacific region for group 3 than for group 2. All of the group 5 averages for the combined helpers and laborers were higher than the comparable averages for group 4, and the average for southern cities in group 4 was higher than for those in group 3.

In general, the averages for the separate trades varied directly with the city population groups. Most of the exceptions in the North and Pacific cities were between groups 2 and 3. Seventeen of the journeyman trades and five of the helper and laborer trades had higher averages for group 3 than for group 2 cities. The averages of five journeyman trades and of two helper trades were higher for cities in group 5 than in group 4. One of the helper trades had a higher average for cities in group 2 than in group 1.

TABLE 8.—*Average Union Hourly Wage Rates in the Building Trades, by Region and Population Group, June 1, 1938*

Trade	Cities in population group [1]—										
	1 [2]	2 [2]	3			4			5		
	North and Pacific	North and Pacific	All	North and Pacific	South	All	North and Pacific	South	All	North and Pacific	South
All building trades	$1.501	$1.311	$1.214	$1.291	$0.965	$1.127	$1.151	$1.034	$1.065	$1.123	$0.988
Journeymen	1.590	1.400	1.366	1.413	1.188	1.228	1.255	1.128	1.154	1.195	1.093
Asbestos workers	1.572	1.425	1.396	1.446	1.264	1.262	1.284	1.224	1.323	(3)	(3)
Boilermakers	1.759	1.466	1.501	1.538	1.298	1.375	1.378	(3)	1.277	(3)	(3)
Bricklayers	1.765	1.573	1.548	1.593	1.423	1.469	1.477	1.449	1.370	1.359	1.400
Carpenters	1.546	1.348	1.308	1.362	1.091	1.164	1.203	1.014	1.084	1.124	1.027
Cement finishers	1.564	1.380	1.335	1.368	1.194	1.282	1.279	1.298	1.290	1.403	1.228
Electricians, inside wiremen	1.678	1.470	1.439	1.471	1.331	1.240	1.281	1.121	1.088	1.155	.953
Elevator constructors	1.609	1.511	1.500	1.548	1.337	1.296	1.333	1.200	1.226	1.289	1.099
Engineers, portable and hoisting	1.685	1.574	1.518	1.556	1.212	1.328	1.361	1.123	1.214	1.224	1.206
Glaziers	1.642	1.317	1.173	1.234	.963	1.069	1.130	.837	1.003	1.048	.946
Granite cutters	1.316	1.085	1.112	1.149	(3)	1.091	1.091	------	1.109	1.109	------
Lathers	1.703	1.568	1.443	1.476	1.336	1.347	1.365	1.275	1.241	1.297	1.120
Machinists	1.565	1.315	1.197	1.507	1.085	1.259	1.375	1.239	------	------	------
Marble setters	1.650	1.415	1.500	1.533	1.337	1.398	1.432	1.315	1.369	1.268	1.423
Mosaic and terrazzo workers	1.586	1.339	1.369	1.388	1.294	1.318	1.375	1.190	1.273	1.295	1.250
Painters	1.462	1.294	1.207	1.271	.948	1.049	1.086	.899	.977	1.044	.863
Paperhangers	1.454	1.319	1.145	1.177	.982	1.088	1.113	.978	.977	.994	.930
Plasterers	1.807	1.618	1.567	1.633	1.386	1.413	1.438	1.352	1.342	1.356	1.328
Plumbers and gas fitters	1.614	1.477	1.440	1.452	1.398	1.308	1.311	1.300	1.215	1.284	1.122
Rodmen	1.569	1.478	1.351	1.424	1.118	1.281	1.311	1.115	1.170	1.298	1.097
Roofers, composition	1.449	1.245	1.212	1.231	.895	1.000	1.017	.805	1.010	1.025	.979
Roofers, slate and tile	1.623	1.463	1.335	1.344	1.203	1.178	1.227	.800	1.036	------	1.036
Sheet-metal workers	1.585	1.344	1.324	1.364	1.168	1.254	1.261	1.209	1.048	1.099	1.000
Sign painters	1.767	1.558	1.350	1.361	1.324	1.158	1.193	1.086	1.245	1.284	(3)

See footnotes at end of table.

TABLE 8.—*Average Union Hourly Wage Rates in the Building Trades, by Region and Population Group, June 1, 1938*—Continued

Trade	Cities in population group [1]—										
	1 [2]	2 [2]	3			4			5		
	North and Pacific	North and Pacific	All	North and Pacific	South	All	North and Pacific	South	All	North and Pacific	South
Steam and sprinkler fitters	$1.740	$1.441	$1.434	$1.446	$1.360	$1.283	$1.290	$1.255	$1.259	$1.309	$1.152
Stonecutters	1.405	1.327	1.343	1.359	1.021	1.193	1.193	------	1.208	------	1.208
Stonemasons	1.645	1.483	1.515	1.561	1.340	1.485	1.501	1.422	1.317	1.343	1.233
Structural-iron workers	1.698	1.516	1.590	1.650	1.362	1.409	1.431	1.250	1.314	1.358	1.212
Tile layers	1.573	1.430	1.449	1.478	1.333	1.314	1.331	1.266	1.329	1.300	1.350
Helpers and Laborers [4]	.989	.847	.726	.828	.523	.717	.753	.535	.735	.807	.661
Building laborers	.918	.781	.644	.744	.494	.678	.713	.475	.644	.686	.606
Elevator constructors' helpers	1.190	1.064	1.083	1.129	.950	.937	.983	.853	.863	.875	.844
Hod carriers (masons' tenders)	.944	.948	.880	.949	.659	.787	.826	.611	.705	.774	.663
Marble setters' helpers	1.201	.929	.896	.938	(3)	.849	.849	------	1.240	(3)	(3)
Plasterers' laborers	1.273	1.071	.999	1.045	.688	.842	.931	.604	1.005	1.014	(3)
Steam and sprinkler fitters' helpers	1.297	.877	.894	.933	.657	.697	.695	.733	.757	.758	(3)
Tile layers' helpers	1.087	.909	.910	.925	(3)	.751	.826	.523	1.292	(3)	(3)

[1] Group 1 includes cities of over 1,000,000 population; group 2, 500,000 to 1,000,000; group 3, 250,000 to 500,000; group 4, 100,000 to 250,000; and group 5, 40,000 to 100,000.
[2] No city in South of this size.
[3] Reports for these trades were received from only 1 city in each of these classifications; therefore, no averages could be shown.
[4] Includes also plumbers' laborers and composition roofers' helpers, not shown separately because of the small number of quotations obtained for these trades.

For the journeyman trades the differences in the regional averages were 22.5 cents in group 3; 12.7 cents in group 4; and 10.2 cents in group 5. The differences between the regional averages for the combined helpers and laborers were greater relatively in all three population groups, and greater absolutely in groups 4 and 5 than the differences between the journeyman averages for the same population groups. In group 3 the helpers and laborers of the northern and Pacific cities averaged 30.5 cents an hour higher than in the southern cities; in group 4, 21.8 cents; and in group 5, 14.6 cents.

Differences of 30 cents or more an hour between the averages for northern and Pacific and southern cities in group 3 occurred for the engineers (34.4), machinists (42.2), painters (32.3), rodmen (30.6), composition roofers (33.6), and stonecutters (33. 8) among the journeyman trades. Slate and tile roofers in group 4 cities had the highest regional difference (42.7 cents) in any journeyman classification.

Plasterers' laborers had a regional difference of 35.7 cents an hour in the averages for cities in group 3 and 32.7 cents in group 4, while tile-layers' helpers had 30.3 cents an hour difference in group 4. Building laborers and hod carriers each had differences of over 20 cents an hour in their regional averages for cities in both groups 3 and 4.

In the southern region five journeyman trades and one helper trade had higher averages for cities in group 4 than in group 3. The majority of the exceptions to direct variation in the South, however, were in the group 5 averages. Eight of the journeyman averages and two of the helper averages were higher than the corresponding group 4 averages.

Much of the variation between the averages among the different city population groups is attributable to the combination of generally high or low rates with proportionately large membership in particular cities. Thus the influence of Newark, N. J., and Washington, D. C., tended to raise the general averages for all cities in group 3 and the relatively high rates in Butte, Mont., and Charleston, W. Va., helped to raise the general averages for cities in group 5. Likewise, New Orleans, with generally lower-than-average rates and a relatively large membership among southern cities, tended to bring down the group 3 average for cities in the South. Phoenix, Ariz., which topped all southern cities of comparable size both in average rate and membership, had a strong influence in raising the group 5 averages for the South.

Average rates for comparable size cities were uniformly higher in the North and Pacific than in the South. In the group 3 cities the difference in average rates for all building trades combined was 32.6 cents an hour; in group 4 cities it was 11.7 cents an hour; and in group 5 it was 13.5 cents an hour.

AVERAGE RATES IN EACH CITY

Averages of the combined journeyman rates and of the combined helper and laborer rates in each city, according to city population, are presented in table 9. The averages used were weighted according to the number of members in each local union covered by the reported rates. Thus the averages reflect not only the specific rates provided for in union agreements but also the number of persons presumably benefiting from these rates.[5] Not all the trades had effective union scales in all the cities. This was especially true among the helper and laborer trades. Average rates of helpers and laborers are shown only for those cities in which there were effective scales for a considerable number of building laborers and at least one other helper trade.

There was a direct variation in the averages of journeyman rates for all cities in each population group. Cities in group 1 averaged 19 cents higher than cities in group 2. The cities in the latter group averaged 3.4 cents above cities in group 3, which in turn averaged

[5] While a comparison of average rates between cities where averages include the influence of the membership factor may be somewhat misleading where membership is unusually large or small in comparison to the same trade in other cities, a weighted average of this kind is obviously more realistic than a simple average of specific rates. In the latter case a wage rate in a trade including half a dozen members would be given the same importance as a trade including several hundred members.

13.8 cents above cities in group 4. Group 4 cities averaged 7.4 cents above those in group 5. The relatively small difference between the averages for groups 2 and 3 is due largely to the relatively high averages for Newark and Washington.

The highest city average was $1.740 for New York City. Newark, where a considerable number of trades have scales identical with those in New York, was second with $1.692, and Chicago was third with $1.654. Washington, D. C., Pittsburgh, and St. Louis all had averages for the journeyman trades ranging above $1.50 per hour. Butte had the seventh highest city average ($1.487).

The averages of the combined helper and laborer trades varied directly with each population group of cities, except with the smallest group; cities in group 5 had an average of $0.735, which exceeded the averages of both groups 3 and 4. This was due to the relatively high average for Butte, whose average was exceeded only by New York City and Newark.

Union organization varies considerably more in the helper and laborer trades than among the journeymen. In many of the smaller cities no union scales were reported for the more unskilled occupations, which tended to raise the averages higher than they would be if rates for all building laborers and helpers were included. Likewise, since no city averages are indicated in the absence of union rates for at least one helper trade and a substantial number of laborers, a number of cities are missing entirely from groups 4 and 5. The list of remaining cities in table 9 thereby tends to include only cities which have relatively higher rates for their least skilled trades.

TABLE 9.—*Average Union Hourly Wage Rates in the Building Trades, by Cities and Population Groups,*[1] *June 1, 1938*

City and population group	Average hourly rate	City and population group	Average hourly rate
Journeymen		*Journeymen*—Continued	
Population group 1:		Population group 3—Continued.	
New York, N. Y.	$1.740	*Average for group 3*	*$1.366*
Chicago, Ill.	1.654	Indianapolis, Ind.	1.356
Average for group 1	*1.590*	Seattle, Wash.	1.329
Detroit, Mich.	1.354	Minneapolis, Minn.	1.310
Philadelphia, Pa.	1.296	Rochester, N. Y.	1.297
Los Angeles, Calif.	1.186	St. Paul, Minn.	1.287
Population group 2:		Louisville, Ky.	1.272
Pittsburgh, Pa.	1.541	Houston, Tex.	1.269
St. Louis, Mo.	1.533	Columbus, Ohio	1.264
Cleveland, Ohio	1.431	Birmingham, Ala.	1.251
Boston, Mass.	1.413	Portland, Oreg.	1.209
Average for group 2	*1.400*	Memphis, Tenn.	1.196
Buffalo, N. Y.	1.357	Providence, R. I.	1.195
San Francisco, Calif.	1.307	Dallas, Tex.	1.187
Baltimore, Md.	1.295	Atlanta, Ga.	1.112
Milwaukee, Wis.	1.217	New Orleans, La.	1.048
Population group 3:		Population group 4:	
Newark, N. J.	1.692	Dayton, Ohio	1.423
Washington, D. C.	1.589	Peoria, Ill.	1.362
Cincinnati, Ohio	1.440	Youngstown, Ohio	1.336
Kansas City, Mo.	1.410	Spokane, Wash.	1.326
Toledo, Ohio	1.408	Springfield, Mass.	1.317
Denver, Colo.	1.405	Scranton, Pa.	1.266

[1] Group 1 includes cities of over 1,000,000 population; group 2, 500,000 to 1,000,000; group 3, 250,000 to 500,000; group 4, 100,000 to 250,000; and group 5, 40,000 to 100,000.

TABLE 9.—*Average Union Hourly Wage Rates in the Building Trades, by Cities and Population Groups, June 1, 1938*—Continued

City and population group	Average hourly rate
Journeymen—Continued	
Population group 4—Continued.	
Des Moines, Iowa	$1.260
Rock Island (Ill.) district [1]	1.256
New Haven, Conn	1.234
South Bend, Ind	1.228
Average for group 4	*1.228*
El Paso, Tex	1.224
Erie, Pa	1.211
Worcester, Mass	1.209
Oklahoma City, Okla	1.202
San Antonio, Tex	1.201
Reading, Pa	1.184
Salt Lake City, Utah	1.156
Duluth, Minn	1.135
Nashville, Tenn	1.133
Grand Rapids, Mich	1.127
Omaha, Nebr	1.121
Richmond, Va	1.086
Wichita, Kans	1.037
Jacksonville, Fla	1.030
Norfolk, Va	1.012
Population group 5:	
Butte, Mont	1.487
Charleston, W. Va	1.229
Phoenix, Ariz	1.182
Madison, Wis	1.162
Average for group 5	*1.154*
Portland, Maine	1.137
Jackson, Miss	1.133
Manchester, N. H	1.085
Charlotte, N. C	1.048
Little Rock, Ark	.997
Charleston, S. C	.902
York, Pa	.867
Helpers and laborers	
Population group 1:	
New York, N. Y	1.119
Chicago, Ill	1.025
Average for group 1	*.989*
Detroit, Mich	.764
Los Angeles, Calif	.752
Philadelphia, Pa	.685
Population group 2:	
St. Louis, Mo	.934
Cleveland, Ohio	.915
Boston, Mass	.908
San Francisco, Calif	.908
Pittsburgh, Pa	.888
Milwaukee, Wis	.882
Average for group 2	*.847*
Buffalo, N. Y	.662
Baltimore, Md	.596

City and population group	Average hourly rate
Helpers and laborers—Continued	
Population group 3:	
Newark, N. J	$1.087
Seattle, Wash	.994
Kansas City, Mo	.897
Minneapolis, Minn	.894
Cincinnati, Ohio	.843
St Paul, Minn	.808
Toledo, Ohio	.795
Portland, Oreg	.781
Washington, D. C	.780
Denver, Colo	.773
Indianapolis, Ind	.743
Average for group 3	*.726*
Providence, R. I	.675
Rochester, N. Y	.662
Columbus, Ohio	.640
Memphis, Tenn	.636
Houston, Tex	.568
New Orleans, La	.533
Louisville, Ky	.522
Birmingham, Ala	.491
Dallas, Tex	.491
Atlanta, Ga	.470
Population group 4:	
Springfield, Mass	.953
Spokane, Wash	.928
Peoria, Ill	.829
South Bend, Ind	.782
Worcester, Mass	.777
New Haven, Conn	.765
Des Moines, Iowa	.737
Salt Lake City, Utah	.737
Reading, Pa	.736
Youngstown, Ohio	.730
Scranton, Pa	.726
Average for group 4	*.717*
Dayton, Ohio	.703
El Paso, Tex	.695
Rock Island (Ill.) district [1]	.672
Duluth, Minn	.622
Oklahoma City, Okla	.558
Grand Rapids, Mich	.532
San Antonio, Tex	.529
Nashville, Tenn	.493
Jacksonville, Fla	.426
Population group 5:	
Butte, Mont	1.042
Phoenix, Ariz	.789
Average for group 5	*.735*
Madison, Wis	.692
Manchester, N. H	.674
Portland, Maine	.619
Jackson, Miss	.466

[1] Includes Davenport, Iowa, and Moline, Ill.

INCOMES OF DOCTORS, DENTISTS, LAWYERS, AND ACCOUNTANTS, 1936

OF 41 million gainfully employed persons in 1936, approximately one-third of a million, or 0.8 percent, were independent practitioners in the medical, dental, legal, and accounting professions. The total net income of these 4 groups was about 1.5 billion dollars, which constituted 2.4 percent of the total national income paid out.

The estimated average net income of these practitioners in 1936 was $4,468, as compared with an average estimated income of $2,333 for salaried employees in manufacturing, mining, construction, and selected transportation industries, and a per capita income of $1,244 for employees in all industries. Surveys by the United States Bureau of Foreign and Domestic Commerce in 1937 (except for dentists in 1935) show that the average net incomes of independent professional practitioners in the above-mentioned fields for specified years, were as follows.[1]

TABLE 1.—*Net Income of Independent Professional Practitioners, 1929–36*

Profession	1929	1930	1931	1932	1933	1934	1935	1936
	Average net income							
Medical (all practitioners)	$5,298	$4,687	$4,065	$3,148	$2,909	$3,310	$3,629	$4,143
Medical (general practitioners)	4,701	4,084	3,603	2,790	2,615	2,964	3,231	3,673
Medical (specialists)	8,314	7,734	6,402	4,964	4,397	5,112	5,636	6,521
Legal	[2] 6,601	(1)	(1)	4,088	3,786	3,692	3,885	4,320
	[3] 5,561	(1)	(1)	(1)	3,273	(1)	(1)	3,725
Accounting (C. P. A.)	5,749	(1)	(1)	(1)	(1)	4,012	4,291	4,626
Accounting (non-C. P. A.)	3,303	(1)	(1)	(1)	(1)	2,226	2,463	2,910
Dentistry	(1)	(1)	(1)	2,778	2,495	2,780	(1)	(1)
	Percentages of 1929							
Medical (all practitioners)	100	88.5	76.7	59.4	54.9	62.5	68.5	78.2
Medical (general practitioners)	100	86.9	76.6	59.3	55.6	62.8	68.7	78.1
Medical (specialists)	100	93.0	77.0	59.7	52.9	61.5	67.8	78.4
Legal	[2] 100	(1)	(1)	61.9	57.4	55.9	58.9	65.4
	[3] 100	(1)	(1)	(1)	58.9	(1)	(1)	67.0
Accounting (C. P. A.)	100	(1)	(1)	(1)	(1)	69.8	74.6	80.5
Accounting (non-C. P. A.)	100	(1)	(1)	(1)	(1)	67.4	74.6	88.1
Dentistry	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
	Number of practitioners in sample							
Medical (all practitioners)	753	752	791	850	912	1,053	1,048	1,067
Medical (general practitioners)	593	592	622	669	724	835	828	834
Medical (specialists)	160	160	169	181	188	218	220	223
Legal	[2] 557	(1)	(1)	[4] 685.8	734	777	787	[4] 784.5
	[3] 706	(1)	(1)	(1)	944	(1)	(1)	1,157
Accounting (C. P. A.)	695	(1)	(1)	(1)	(1)	896	916	961
Accounting (non-C. P. A.)	45	(1)	(1)	(1)	(1)	57	57	61
Dentistry	(1)	(1)	(1)	1,007	1,007	1,007	(1)	(1)

[1] Information not obtained for these years.
[2] Averages based on the questions asked by the Department of Commerce.
[3] Averages obtained from supplementary questions included for the American Bar Association.
[4] Fractions indicate part-of-year participation in legal firms.

A continuous and precipitate decline in the average net income from 1929 to 1932 with a second but less acute reduction from 1932 to 1933 was obvious in each sample of the professions under review. In 1936 the average net income of reporting independent practitioners in the medical profession ranged from $925 after 1 year of experience to $3,693 after 7 years of experience, and for reporting independent practitioners in the legal profession for corresponding years of experience from $1,059 to $2,375, as shown in table 2.

[1] See Survey of Current Business, U. S. Bureau of Foreign and Domestic Commerce, Washington, D. C. April 1938, pp. 12–16: Income of Independent Professional Practitioners.

TABLE 2.—*Net Income and Percentage Distribution of Medical and Legal Independent Practitioners, by Years of Experience, 1936*

Years of experience	Medical			Legal		
	Persons in sample		Average net income	Persons in sample		Average net income
	Number	Percent		Number	Percent	
Total	1,378	100.0		1,090	100.0	
1 year	16	1.1	$925	30	2.7	$1,059
2 years	49	3.6	1,839	53	4.9	1,121
3 years	79	5.7	2,747	48	4.4	1,630
4 years	50	3.6	3,060	59	5.4	1,779
5 years	45	3.3	3,558	60	5.5	2,047
6 years	45	3.3	3,622	54	4.9	2,176
7 years	30	2.2	3,693	42	3.9	2,375
1 to 2 years	65	4.7	1,614	83	7.6	1,099
3 to 7 years	249	18.1	3,229	263	24.1	1,990
8 to 17 years	302	21.9	4,930	326	29.9	3,629
18 to 27 years	278	20.2	4,983	207	19.0	4,893
28 to 37 years	323	23.4	3,717	139	12.7	4,964
38 to 47 years	142	10.3	2,525	53	4.9	4,016
48 to 52 years	17	1.2	1,600	13	1.2	2,591
Over 52 years	2	.2	678	6	.6	1,248

SALARIES OF OFFICE WORKERS IN NEW YORK CITY, JUNE 1938

WEEKLY salaries of office workers in New York City averaged $31.12 in a pay period falling in May or June 1938, according to a survey made by the industrial bureau of the Merchants' Association of New York, covering 316 employers and 44,334 workers. The highest average salary for any occupation was $55.27 for accountants, and the lowest average, $21.92 for file clerks. Some accountants, however, received as little as $20 and as much as $147.50, while the range for file clerks was from $11 to $60. The lowest rate for any occupation, $10, was found in a miscellaneous office group, and the highest, $230.77, in the group of chief and supervisory clerks. The low, high, and average salaries for the different occupation groups are shown in the table below.

Weekly Salaries of Office Workers in New York City, May–June 1938

Occupation	Number of companies reporting	Number of employees covered	Weekly salaries		
			Low	High	Average
All occupations	316	44,334	$10.00	$230.77	$31.12
Accountants	190	953	20.00	147.50	55.27
Auditors	90	499	17.50	138.50	51.65
Bookkeepers, machine operators	181	848	15.00	82.50	25.61
Bookkeepers, nonmachine operators	227	1,316	13.85	92.31	30.32
Stenographers and secretaries, male	89	396	12.00	109.61	34.94
Stenographers and secretaries, female	297	5,617	14.00	96.15	30.37
Typists	204	2,870	12.00	55.00	22.83
Dictaphone operators	80	515	15.00	38.08	25.15
Telephone operators	280	1,172	13.00	61.25	23.65
Office-machine operators	193	2,464	14.00	70.00	24.53
Chief and supervisory clerks	253	3,339	15.00	230.77	52.07
File clerks	217	1,794	11.00	60.00	21.92
Other office occupations	283	22,551	10.00	175.00	29.95

WAGES AND HOURS IN CERTAIN INDUSTRIES IN ARGENTINA, 1935–38

IN EIGHT selected Argentine industries, the total number of hours worked per month varies from 145.84 for linotypists and printers to 168.49 in the metallurgical industry. In the same industries increases in hourly and monthly wages from 1935 to 1938 varied from 4.4 percent for skilled workers paid by the month in metallurgy to 48.0 percent for linotypists. Figures released by the National Labor Bureau (*Departamento Nacional del Trabajo*) for the "C. G. T.," official publication of the National Labor Confederation (*Confederación General del Trabajo*) of Argentina, for September 2, 1938, together with averages and percentages derived from these figures are shown in the table following.

Monthly and Hourly Wages and Hours per Month in Specified Argentine Industries, 1935 to 1938, by Class of Workers

[Average exchange rate of peso in 1935–38=33 cents]

Industry	Hours per month	Skilled workers				Unskilled workers				Percentage increase, 1935–38	
		1935	1936	1937	1938	1935	1936	1937	1938	Skilled workers	Unskilled workers
		Wages per month (in pesos)									
Construction	153.72	107.60	122.95	130.67	144.60	73.45	86.40	86.40	96.00	34.4	30.7
Confection	153.87	105.40	107.10	123.30	123.30	-------	-------	-------	-------	17.0	-------
Graphic arts [1]	167.84	144.50	157.80	189.60	189.60	85.60	104.00	105.70	105.70	31.2	23.5
Linotypists [2]	145.84	182.30	231.89	269.80	269.80	-------	-------	-------	-------	48.0	-------
Printers [2]	145.84	158.97	167.72	198.34	198.34	-------	-------	-------	-------	24.8	-------
Wood	160.98	132.00	145.00	145.00	145.00	-------	-------	-------	-------	9.9	-------
Metallurgy	168.49	154.60	157.40	161.40	161.40	80.00	80.00	88.46	88.46	4.4	10.6
Textiles [3]	161.60	92.30	97.60	109.30	109.30	63.70	63.70	80.80	80.80	18.4	26.8
		Wages per hour (in pesos)									
Construction	-------	0.70	0.80	0.85	0.94	0.47	0.562	0.562	0.625	34.3	33.0
Confection	-------	.685	.696	.802	.802	-------	-------	-------	-------	17.1	-------
Graphic arts [1]	-------	.89	.94	1.13	1.13	.56	.62	.63	.63	27.0	12.5
Linotypists [2]	-------	1.25	1.57	1.85	1.85	-------	-------	-------	-------	48.0	-------
Printers [2]	-------	1.09	1.15	1.36	1.36	-------	-------	-------	-------	24.8	-------
Wood	-------	.82	.90	.90	.90	-------	-------	-------	-------	9.8	-------
Metallurgy	-------	.918	.934	.958	.958	.475	.475	.525	.525	4.5	10.5
Textiles [3]	-------	.571	.604	.676	.676	.425	.425	.500	.500	18.4	17.6

[1] Skilled workers have an 8-hour day.
[2] Linotypists and printers have a 6-hour day.
[3] Average of cotton and wool.

The lowest wages in any of these industries in 1935 and 1938 are found in the textile industry, where unskilled workers received 0.425 peso per hour in 1935, but 0.50 peso in 1938, an increase of 18.4 percent; their increase in monthly wages was even greater, from 63.70 to 80.80 pesos during the same period, or 26.8 percent. The highest wages paid in 1935 and also in 1938 are for linotypists, increasing from 1.25 to 1.85 pesos per hour and from 182.30 to 269.80 pesos per month, an increase in each instance of 48 percent. The construction industry is the only one presented here which shows an increase in both hourly and monthly wages in each of the 3 years after 1935. In the remaining seven industries increases occurred in the years 1936 and 1937, the latter rates continuing to prevail in 1938.

WAGES IN BELGIUM, MARCH 1938 [1]

IN GENERAL, the 48-hour week is still in effect for Belgian labor, but the 40-hour week was established by the law of July 9, 1936, for port workers and workers in the metal industries, mines, and certain chemical industries. The law also provided that the King, upon the proposal of the Cabinet, could progressively reduce the hours of work to 40 per week for workers engaged in industries or branches of industries where the work is carried on under unhealthful, dangerous, or difficult conditions, after consultation with the joint commissions of employers and employees or the employers' or workers' organizations in the different industries.

Six days' vacation with pay were granted by the law of July 8, 1936, to employees after 1 year's service with the same employer in industrial and commercial enterprises; mines and quarries; building; public works; public utilities; shipbuilding; warehousing and loading at ports, stations, etc.; land, air, and water transportation within the country; theaters, hotels, restaurants, etc.; hospitals and insane asylums; public services; and maritime fishing. The law when passed applied only to establishments employing at least 10 persons, but it was provided that it might be extended by royal decree to establishments or enterprises employing at least 5 persons.

Family allowances are paid in accordance with the law of August 4, 1930, revised by the royal decree of March 30, 1936. The allowances are paid for dependent children of employed workers up to the age of 18, and indefinitely for children who are physically or mentally deficient. The minimum family allowances in effect in April 1938 were as follows:

	Daily allowance (francs)	*Monthly allowance (francs)*
First child	0. 80	20. 60
Second child	1. 40	35. 00
Third child	2. 25	58. 00
Fourth child	3. 50	98. 00
Fifth and each succeeding child	4. 95	124. 00

If during the course of a month the number of days worked totals at least 23, the daily allowance is replaced by the monthly allowance. The above rates vary with each 50-point change in the cost-of-living index.

Deductions from wages for compulsory insurance against old age and premature death amount to 1.5 percent for manual workers, 3 percent for salaried employees, and 4.5 percent for miners.

[1] Report from William H. Beach, American consul, Antwerp, Belgium, dated April 26, 1938.

The wages paid in mines, building construction, stevedoring, various manufacturing industries, and to domestic servants, as of March 31, 1938, are shown in the following table.

Wages in Specified Industries and Trades in Belgium, Mar. 31, 1938

[Average exchange rate of franc in March 1938=3.38 cents]

Industry and occupation	Wage rate (in francs)
Coal mining	
	Per day
Workers at the face	53.00
Underground workers	48.50
Surface workers	36.40
Underground and surface workers	44.60
Building construction	
	Per hour (1)
Foremen	7.25
Ornamental plasterers	[2] 6.00
Slate layers	4.00–4.50
Slate layers' helpers	[2] 6.00
Asphalt workers	4.50–4.75
Asphalt workers' helpers	6.50
Stonecutters	[2] 5.70
Concrete workers	4.70–4.75
Concrete workers' helpers	[2] 5.60
Whitewashers	[2] 6.95
Floor tilers, skilled	[2] 5.70
Cement workers and bricklayers	
Carpenters and concrete-foundation workers	[2] 6.00
Staircase makers	[2] 6.60
Marble workers	6.25–6.50
Mosaic layers, skilled	6.50
Mosaic polishers	5.20–5.50
Plaster molders	6.90
Pavers	7.00
Laborers	[2] 4.50
Painters	[2] 5.60
Painters' helpers	[2] 4.10
Plasterers	[2] 5.70
Plumbers	[2] 6.25
Plumbers' helpers	3.50–4.00
Marble polishers	5.75
Rough casters, skilled	7.30
Joiners	[2] 6.00
Ornamental-stone workers	8.50
White-stone sawyers	6.80
White-stone cutters	7.30
Blue-stone cutters	6.50
Excavators, diggers	4.75
Ground graders	5.00
Glaziers	5.75
Zinc workers	6.00
Dock workers, port of Antwerp	
	Per 7-hour shift
Stevedores (week days):	
Regular day shift	72.00
Extra day shift (5–8:30 p. m.)	54.00
Morning shift	77.00
Afternoon shift	82.00
Night shift	108.00
Stevedores (Sunday and holidays):	
Regular day shift	128.00
Extra day shift (5–8:30 p. m.)	63.00
Morning shift	134.75
Afternoon shift	143.50
Night shift (Sunday–Monday)	134.75
Drivers (week days):[3]	*Per week*
Truck drivers	387.00
Tractor drivers	[2] 377.00
	Per shift
Night shift	96.00
Dock workers, port of Antwerp—Con.	
Drivers (Sunday and holidays):	*Per shift*
Day shift	110.50
Evening shift (5–8:30 p. m.)	55.25
Morning shift	119.25
Afternoon shift	128.00
Night shift	119.25
Watchmen, 8 hours	45.00
Watchmen, 12 hours	67.00
Glass industry	
Casting hall and furnace hall:	*Per day*
Batch-house foremen	41.00–47.75
Furnace-hall men	42.30–51.95
Rough-glass cutters	42.30
Electric shop:	
Electricians	51.45
Central station	59.50
Pot house:	
Foremen	55.50
Pot makers	51.45
Mill operators	39.55
Batch mixers	38.70
Machine shop:	
Foremen	53.20
Fitters	50.00
Millwrights and blacksmiths	49.25
Cranemen	40.35
Pipe fitters	51.70
Grinding and polishing shop:	
Layers	42.80–49.40
Plaster mixers and strippers	41.00
Strippers' helpers, boys	32.10
Grinder foremen	49.40
Grinder-machine operators	42.40
Grinders' helpers, boys	31.50
Polisher foremen	49.40
Machine operators	42.45
Transfer-car operators	38.10
Crane operators	42.10
Electric-hoist operators	41.05
Plaster-house operators	41.65
Emery-room operators	54.60
Emery-room operators' helpers	42.00
Rouge-room operators	54.60
Rouge-room operators' helpers	42.00
Machinists	45.55
Warehouse:	
Foremen	52.75
Glass examiners	46.25
Glass washers	38.55
Cranemen	42.35
Cutters	54.95
Bookers	40.55
Reexaminer foremen	60.00
Repolishing-machine operators	42.30
Stock foremen	59.20
Stockmen	46.25
Unskilled laborers	33.95
Girls	17.55
Packing room:	
Foremen	54.60
Packers	40.70
Cranemen	42.35
Auxiliary departments:	
Carpenter-shop bosses	49.60

See footnotes at end of table.

***Wages in Specified Industries and Trades in Belgium, Mar. 31, 1938*—Continued**

Industry and occupation	Wage rate (in francs)
***Glass industry*—Continued**	
Auxiliary departments—Con.	*Per day*
Carpenters and box makers	45.20
Bricklayers and tinners	48.20
Painters	42.65
Engineers	48.10
Firemen	41.40
Laborers and storeroom men	38.40
Gate watchmen	32.00
Cement industry	
	Per hour
Bag makers, female	2.67
Laborers	4.91
Truck couplers, bag transporters, greasers	5.14
Machine operators, grinders, pumpers	5.59
Chief mixers	6.00
Masons	6.49
Excavating-equipment operators	6.45
Skilled workers	5.80–7.11
Truck drivers	5.92
Metal industries	
Mechanical construction:	
Machine-tools operatives:	
Boring-machine hands	6.45–7.75
Cutting-press operators	6.25–7.45
Metal stampers	5.30–6.25
Drill operators	5.55–6.25
Milling-machine men	6.60–7.75
Tool makers	6.65–7.80
Slotting-machine operators	6.30–7.45
Rectifiers	6.65–7.45
Planing-machine men	6.25–7.45
Tapping-machine operators	5.70–6.65
Lathe hands	6.60–7.60
Hand workers:	
Fitters, mechanics	6.40–7.05
Adjusters, automobiles	6.45–8.35
Fitters, assemblers	6.00–6.80
Firemen	5.55–6.80
Firemen, engineers	6.15–7.45
Metal engravers	6.80
Art smiths	6.80–7.75
Smiths	6.25–6.85
Smiths' helpers	5.35–5.70
Laborers	4.60–5.20
Blacksmiths	6.45–7.90
Tool and die makers	[1] 7.50
Foundry:	
Chippers, trimmers	5.45–6.25
Founders	6.25–6.90
Laborers	4.65–5.55
Grinders	5.70–6.45
Iron molders	6.60–7.75
Bench molders	6.45–7.20
Core makers	6.45–7.45
Body-building department:	
Smiths	6.80–7.75
Plate makers	6.70–7.90
Filers	5.35–6.55
Sheet-iron workers	6.25–8.40
Boiler shops, structural steel:	
Fitters	5.30–5.95
Insulators	6.00–6.90
Smiths, iron and copper	6.30–6.95
Sawyer cutters-out	5.05–6.05
Ironsmiths	5.55–6.95
Stampers and filers	5.35–6.05
Laborers	4.65–5.55
Assemblers	5.60–6.95
Riveters	5.60–6.70
Autogenous welders	6.40
Arc welders	7.45–8.70
Sheet-iron workers and wire drawers	6.25–6.95
Wire-lattice makers	5.60–6.05
Tube-mill workers	5.70–6.95

Industry and occupation	Wage rate (in francs)
***Metal industries*—Continued**	
Enameling and tin-plate mills:	*Per hour*
Bakers, enamel	5.55–6.25
Cutters-out and stampers	5.35–6.25
Enamelers	5.70–6.25
Tinsmiths	6.35–6.95
Galvanizers	6.25
Laborers	4.65–5.55
Enamel workers, female	3.30–3.60
Pressers	5.35–6.25
Auto-radiator makers	6.25–6.95
Metal boxes:	
Cutters-out, male	5.35–6.25
Embossers, female	3.45–3.85
Folders and solderers, female	3.45–3.85
Stove works, locksmiths, electricity:	
Metal-safe makers	6.05–6.95
Stove makers	5.35–6.25
Cock and faucet makers	5.35–6.45
Locksmiths, fitters	5.20–6.25
Coil winders, electric, and electrical engineers	[1] 5.85
Coil winders and other female labor	[1] 3.10
Electrical fitters:	
Skilled	[1] 5.85
Unskilled	[1] 4.10
Helpers	3.35–4.10
Apprentices	[1] 1.70
Radio assemblers	[1] 4.35
Heating-apparatus plants:	
Fitters, skilled solderers	6.40
Laborers, skilled	5.90
Laborers, unskilled	4.90
Helpers, over 21 years of age	4.40
Bronze industries:	
Hot-water-heater makers	[4] 6.61
Bronze chasers and metal decorators	[4] 6.61
Chippers, trimmers	[4] 4.40–5.30
Copper smelters	[4] 6.61
Copper filers and copper-foundry laborers	[4] 4.40–5.30
Bronze fitters, copper molders, and polishers	[4] 6.61
Embossers	[4] 6.82
Lathe hands and valve grinders	[4] 6.61
Textile industry	
Sorters, female	4.16
Washers, male	4.16
Combers, female	3.98
Dressers, female	3.68–4.10
Spinners, male	5.65–6.89
Piecers, carding, male	4.75
Carders, male	5.53
Twisters, female	4.22–5.75
Warpers, male	6.47
Weavers, male	5.82
Cleaners, female	4.69
Finishers, male	4.46
Finishers, female	3.98
Weavers, cotton, male	[5] 230.00
Weavers, wool, male	[5] 280.00
Dyers, male	4.47
Clothing industries	
Fur dressers, male	8.80
Fur sewers, female	4.00–4.50
Vest makers, female	3.25
Machine sewers, female	3.00
Ladies' tailors, male	5.50–6.00
Men's tailors, male	5.25
Dressmakers, female	4.50
Food industries	
Males:	
Biscuit makers	5.00–6.25
Biscuit makers' assistants	4.00–4.50

See footnotes at end of table.

Wages in Specified Industries and Trades in Belgium, Mar. 31, 1938—Continued

Industry and occupation	Wage rate (in francs)
Food industries—Continued	
Males—Continued.	*Per hour*
Chocolate makers	5.50–6.25
Chocolate makers' assistants	[1] 4.50
Confectionery makers	5.50–6.50
Confectionery makers' assistants	[1] 4.50
Laborers, biscuit, chocolate, confectionery	4.25–4.75
Bakers, bench	6.30
	Per week
Bakers' helpers	190.00–225.00
Pastry bakers	250.00–300.00
Pastry bakers' helpers	190.00–225.00
	Per hour
Bread carriers	5.75–6.30
Sugar-factory laborers	4.35–4.95
Flour-mill laborers	4.95
Brewers, beer	5.25–5.60
Butchers	5.50–6.70
Females:	
Candy dippers	3.30–4.00
Candy packers	2.50–3.25
Biscuit-factory workers and packers	2.50–3.00
Sugar-factory workers and packers	3.20–3.55
Bottle washers	2.75–3.00
Chicory-factory packers	3.30–3.88
Wood and furniture industries	
Frame assemblers, plate-glass bevelers, chair makers, wheelwrights, and cabinetmakers	[1] 6.60
Cabinetmakers' helpers	4.00–5.50
Mattress makers	[1] 6.00
Carpenters and upholsterers	[1] 6.60
Carpenters' helpers	4.00–5.50
Modelers, wood	8.68
Mortisers and parquetry layers	[1] 6.60
Painters	[1] 6.20
Furniture polishers	[1] 6.60
Sawyers, cutters-out	[1] 6.85
Planers and wood turners	[1] 6.60
Wood carvers	[1] 7.20
Paperhangers and coopers	[1] 6.00
Shapers	[1] 7.45
Apprentices	[1] 1.25
Hide and leather industry	
Shoe factories:	
Assemblers, hand	5.58–6.68
Assemblers, machine	6.78–7.88
Cutters and broachers	5.58–7.18
Leather stretchers	5.93–7.18
Markers	5.58–6.43
Machine stitchers	5.93–7.18
Polishers	5.93–7.93
Heel makers	5.58–6.93
Assemblers, hand, and packers, female	3.92–4.05
Pouncers and grinders, varnishers, female	3.92–4.30

Industry and occupation	Wage rate (in francs)
Hide and leather industry—Con.	
Leather-goods factories:	*Per hour*
Gluers, pasters	3.67–4.23
Fancy-leather stitchers, female	4.23–5.31
Saddle, trunk, and traveling-bag makers	6.01–7.11
Tanneries:	
Skin dyers and bleachers (gloves)	7.00
Skin finishers	6.00–6.50
Tanners, skilled	5.25–6.75
Laborers, skilled	4.50–5.00
Laborers	4.00–4.50
Book and paper industry	
Book printing:	*Per week*
Stitchers and binders, female	189.30
Apprentices	99.20–159.70
Stitchers and cardboard mounters, male	326.75
Cardboard mounters, female	189.30
Lithographers, male	333.75
Typographers, male	329.75
Layers-on, male	250.70
Layers-on, female	189.30
Off-set printers, male	196.30
Binders and trimmers, male	326.75
Transfer-lithographers, male	333.75
Handy men, 16–20 years of age	79.70–141.20
Paper mills:	
Winders, calenderers, and finishers	*Per hour* 4.75–5.30
Cutters	4.30–4.80
Dryers	4.00–4.30
Laborers, male	4.00–4.30
Tobacco industry	
Cigarette makers, female	3.10–3.50
Cigar makers, male	3.50–6.00
Tobacco cutters, male	5.25
Cigarette packers, female	3.25–3.50
Laborers	5.00
Laborers, female	3.06–3.50
Hotel industry [6]	
	Per day
Silverware stewards	25–30
Cashiers, female	[7] 500–600
Clerks, male	25
Cooks, male	[8] 375
Kitchen maids	20–25
Charwomen	20–25
Ovenmen	25–30
Dishwashers, male	25–30
Glass washers, male	30–35
Waiters	[8] 5.60–10
Pantry girls	30
Domestic service	
Cooks, female	[7] 500–700
Servants	[7] 400–500
Charwomen, with board	25
Charwomen, without board	[9] 3–4
Chambermaids	[7] 300–500
Maids of all work	[7] 300–400

[1] 2,000 francs per month.
[2] Minimum rate.
[3] A bonus of 5 francs is paid for the morning shift and 10 francs for the afternoon shift.
[4] Plus 3 percent of the total monthly salary, payable the last Saturday of each month.
[5] Per week.
[6] Rates include meals.
[7] Per month.
[8] Not including tips.
[9] Per hour.

WAGES AND HOURS IN INDUSTRY IN BRITISH COLUMBIA, 1937

IN 1937 the average weekly wage for adult male industrial employees in British Columbia was $26.64—an increase of 28 cents (1.1 percent) as compared with the weekly wage reported for 1936, but $2.56 (8.8 percent) below that for 1929, according to the annual report of the department of labor of that Province for the year 1937.

The average wage of adult males in the week of greatest employment ordinarily means a full week's wage. In 1937 these wages ranged from $15.50 in the cigar and tobacco industry to $33.69 in printing and publishing and $34.60 in jewelry manufacturing.

The number of adult male workers receiving under $19 per week in 1937 was 13,732, as compared with 17,078 in 1936. Many industries, however, were employing substantial numbers of men in 1937 at less than $19, food products reporting 28.64 percent of 10,058 adult males in that wage group; contracting, 14.04 percent of 11,805 men; and the lumber industry, 8.99 percent of 27,906 men. Only 1.62 percent of the 8,898 men engaged in metal mining, however, were reported as receiving such low wages.

The average weekly working hours for all industrial employees covered in 1937 were 47.25, as compared with 47.63 in the preceding year and 48.25 in 1929.[1]

Of 102,235 employees reported by employers, 89.31 percent worked less than 48 hours per week in 1937, 4.57 percent from 48 to 54 hours per week, and 6.12 percent, over 54 hours per week. In five industries—coast shipping, food-products manufacture, metal mining, oil refining, and smelting—the average weekly hours in 1929 were over 51, reaching almost 54 in metal mining. In 1937 in only two industries were the average weekly hours 50 or more—metal mining, in which 50.25 hours were reported, and logging railways, 50.91 hours.

The following table gives average weekly wages of adult males for the week of greatest employment, and average weekly hours of work, by industries, in British Columbia for 1929, 1936, and 1937:

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[1] Figures for 1929 from British Columbia, Department of Labor, Annual Report for the Fiscal Year Ended Dec. 31, 1932, Victoria, 1933. (See Monthly Labor Review, November 1937, p. 1230.)

Average Weekly Wages and Hours of Work in British Columbia, 1929, 1936, and 1937

Industry	Average full week's wage			Average weekly hours		
	1937	1936	1929 [1]	1937	1936	1929 [1]
Breweries	$26.18	$25.00	$27.70	44.60	44.98	46.77
Builders' materials	22.31	22.28	28.04	45.15	44.44	46.96
Cigars and tobacco	15.50	17.75	26.58	42.73	43.45	44.40
Coal mining	27.46	28.75	30.18	47.91	48.03	48.03
Coast shipping	31.99	31.61	32.84	46.93	48.58	51.05
Contracting	25.61	24.13	30.57	44.11	44.57	45.16
Explosives and chemicals	24.58	23.76	24.61	46.70	43.83	46.04
Food products	23.85	23.16	26.56	49.05	50.54	51.01
Garment making	22.97	22.74	26.68	44.39	44.79	44.87
House furnishings	22.25	21.29	26.74	45.61	44.92	45.53
Jewelry manufacturing	34.60	34.39	36.61	44.30	44.43	44.24
Laundries, cleaning and dyeing	22.89	22.25	23.16	45.20	44.74	46.62
Leather and fur-goods manufacturing	21.23	20.48	29.03	45.33	45.61	46.70
Lumber industries:	26.81	24.83	26.54			
Logging				48.49	48.66	47.31
Logging railways				50.91	50.70	48.61
Lumber dealers				45.77	45.07	47.63
Planing mills				48.45	48.45	49.14
Sawmills				48.23	48.50	49.12
Shingle mills				46.65	47.28	47.86
Metal mining	30.34	29.10	35.24	50.25	49.89	53.96
Metal trades	24.77	24.41	29.50	45.46	45.36	45.87
Oil refining	27.92	26.21	30.50	46.70	47.29	51.61
Paint manufacturing	23.08	21.44	25.58	44.16	43.87	45.00
Printing and publishing	33.69	32.72	40.81	44.37	44.54	45.44
Pulp and paper manufacturing	26.75	24.24	27.87	47.95	47.85	48.35
Shipbuilding	27.88	26.38	30.25	43.85	43.75	44.15
Smelting	25.08	24.54	33.09	47.92	47.90	52.72
Street railways, gas, water, power, etc	27.20	27.50	30.70	45.36	45.29	44.61
Wood manufacturing (not elsewhere specified)	21.97	20.32	25.49	46.72	46.05	47.03

[1] 1929 figures from British Columbia, Department of Labor, Annual Report for the Year Ended Dec. 31, 1932, Victoria, 1933.

HOURS OF WORK IN ITALIAN INDUSTRY, 1935–38 [1]

FOLLOWING adoption of the principle of the 40-hour workweek in Italian industry (which was embodied in a collective labor contract of October 11, 1934) as an unemployment-relief measure, an increase of 20 percent between May 1935 and May 1938 was recorded in the total number of workers employed in 8,142 establishments, reporting for 28 industries. The greatest gain (45 percent) was in the number of workers employed between 40 and 45 hours per week, though gains of 3 and 13 percent, respectively, were found in the number working less than 40 hours and the number working more than 48 hours per week.

[1] Italy, Ministero delle Corporazioni, Sindacato e Corporazione (Rome), November 1934, pp. 750–753; Istituto Nazionale Fascista Infortuni, Rome, Rassegna della Previdenza Sociale (Rome), October 1937, pp. 65–68; Istituto Centrale di Statistica, Bollettino Mensile di Statistica, Supplemento ordinario alla Gazzetta Ufficiale (Rome), August 21, 1935, p. 640, and July 21, 1938, p. 591. For a graphic presentation of some aspects of the change, see L'Organizzazione Industriale (Confederazione Fascista degli Industriali, Rome), July 29, 1938, p. 1.

The measure, introduced for an experimental period, was made a part of the national legislation by a royal decree law of May 29, 1937. Its provisions do not apply to home industries, agriculture and forestry, shipping and fishing, intermittent work, and public services. Exceptions may be authorized by the Ministry of Corporations for certain classes of enterprises in specified regions, or for individual undertakings, when a sufficient number of qualified workers is not available, or when other conditions make impossible the application of the 40-hour week. Overtime, with pay at specified rates, is allowed when the work to be done cannot be performed through the employment of additional workers.

The figures in the tables which follow are for the weeks May 20–25, 1935, and May 16–21, 1938. Table 1 shows for these periods the total number of workers employed by 8,142 establishments in 28 industries, with number and percentage distribution of the workers by hours worked per week.

TABLE 1.—*Number and Percent of Workers in 8,142 Establishments of 28 Italian Industries, May 1935 and May 1938, Working Classified Hours Per Week*

Hours per week	May 1935		May 1938		Percent of increase, May 1935 to May 1938
	Number of workers	Percent of total	Number of workers	Percent of total	
Total	954,186	100.0	1,146,748	100.0	20
Under 40 hours	266,559	27.9	275,215	24.0	3
40 and under 45 hours	391,836	41.1	580,784	50.7	48
45 to 48 hours	225,462	23.6	211,269	18.4	[1]6
Over 48 hours	70,329	7.4	79,480	6.9	13

[1] Decrease.

From the table it will be seen that in May 1938, 74.7 percent of the workers were employed less than 45 hours per week, as compared with 69.0 percent 3 years before. During the period the proportion of persons employed 45 hours per week and over fell from 31 percent to 25.3 percent.

Table 2 shows for each of 28 industries, the number of establishments reporting, the total number of workers employed in May 1935 and in May 1938, the average number of workers per establishment in May 1938, the percentage of increase in number of workers between the two dates, and the percentage distribution of workers, by hours worked, in corresponding weeks in May 1935 and May 1938.

TABLE 2.—*Percent of Workers Employed in 8,142 Establishments in 28 Italian Industries, by Industry and Classified Weekly Hours, May 1935 and May 1938*

Industry	Number of establishments reporting	Total workers employed		Average number of workers per establishment, May 1938	Percent of increase in number of workers, May 1935 to May 1938
		May 1935	May 1938		
Silk treating	676	45,351	36,575	54	[1] 19
Silk spinning	236	18,534	15,283	65	[1] 18
Silk weaving	182	22,477	27,133	149	21
Rayon	31	23,028	31,103	1,003	35
Cotton	1,043	175,893	201,886	194	15
Wool	500	83,808	88,074	176	5
Flax and hemp	212	20,681	25,381	120	23
Jute	44	12,991	13,443	306	3
Hosiery	208	20,704	24,515	118	18
Knitting	199	17,238	17,219	87	[1] 0
Hats	94	9,761	8,892	95	[1] 9
Iron	82	61,601	72,631	886	18
Welding	298	21,471	25,336	85	18
Automobiles	13	19,721	31,095	2,392	58
Automobile-body works	74	8,435	11,253	152	33
Railway machine shops	60	17,719	18,341	306	4
Electrical shops	192	31,118	46,485	242	49
Specialized mechanical shops	388	59,990	105,849	273	76
Various mechanical shops	1,600	123,399	160,800	100	30
Shipyards	38	23,397	27,984	736	20
Rubber	53	21,156	24,847	469	17
Perphosphate	94	5,575	7,396	79	33
Tanning	268	12,368	12,228	46	[1] 1
Shoes	457	25,173	26,715	58	6
Paper	222	24,877	30,959	139	24
Cement	130	15,260	17,418	134	14
Glass	113	15,081	20,176	179	34
Dough-products factories	635	17,379	17,731	28	2

Industry	Percent working—							
	Less than 40 hours		40 and less than 45 hours		45 to 48 hours		More than 48 hours	
	May 1935	May 1938	May 1935	May 1938	May 1935	May 1938	May 1935	May 1938
Silk treating	19.4	10.8	38.4	85.9	39.3	3.0	2.9	0.3
Silk spinning	24.6	37.9	51.8	53.3	23.3	8.7	.3	.1
Silk weaving	31.2	38.4	41.5	45.5	25.2	14.7	2.1	1.4
Rayon	28.9	17.1	56.0	65.5	12.8	13.9	2.3	3.5
Cotton	38.9	30.2	47.3	44.7	12.2	21.0	1.6	4.1
Wool	46.0	41.3	32.7	32.6	19.2	20.4	2.1	5.7
Flax and hemp	34.5	40.5	46.4	47.3	14.1	9.2	5.0	3.0
Jute	38.9	45.6	31.1	33.9	28.5	17.5	1.5	3.0
Hosiery	44.7	31.6	31.9	48.9	19.9	14.6	3.5	4.9
Knitting	34.2	27.8	37.6	48.6	22.5	12.5	5.7	11.1
Hats	70.0	56.2	21.9	28.4	5.7	8.2	2.4	7.2
Iron	16.4	16.3	48.8	59.8	27.8	19.4	7.0	4.5
Welding	17.5	18.1	37.4	61.3	34.0	15.0	11.1	5.6
Automobiles	4.2	12.6	19.9	67.1	58.4	14.9	17.5	5.4
Automobile-body works	8.2	8.4	31.8	63.0	50.0	11.8	10.0	16.8
Railway machine shops	15.4	14.2	42.0	52.0	26.5	23.8	16.1	10.0
Electrical shops	11.6	14.0	37.7	41.6	33.0	28.0	17.7	16.4
Specialized mechanical shops	9.1	11.0	23.3	45.8	46.2	25.4	21.4	17.8
Various mechanical shops	20.0	17.1	38.9	56.1	27.4	20.0	13.7	6.8
Shipyards	6.6	9.4	50.7	35.4	14.7	26.9	28.0	28.3
Rubber	13.5	16.8	53.6	42.8	25.9	34.5	7.0	5.9
Perphosphate	25.2	20.1	62.9	64.0	7.6	12.7	4.3	3.2
Tanning	35.3	44.0	45.7	47.4	15.4	7.3	3.6	1.3
Shoes	48.8	46.9	31.3	43.9	15.8	7.6	4.1	1.6
Paper	24.4	31.9	56.8	56.1	16.6	9.7	2.2	2.3
Cement	27.4	16.2	63.4	74.2	8.3	7.1	.9	2.5
Glass	28.5	18.6	49.6	64.7	20.0	14.8	1.9	1.9
Dough-products factories	54.2	35.4	33.4	54.0	10.1	8.4	2.3	2.2

[1] Decrease.

In the five industries (cotton, various mechanical shops, specialized mechanical shops, wool, iron), which together reported 55 percent of all the workers covered by this survey of hours in 1938, an average loss since 1935 of 2.9 percent was shown for persons working less than 40 hours per week; but for total number in these industries working less than 45 hours per week, the average gain was 6.7 percent. When to these five are added the seven other industries reporting on more than 27,000 workers each in 1938 (electrical shops, silk treating, rayon, automobiles, paper, shipyards, silk weaving), the average loss in number of workers employed less than 40 hours per week is reduced to 0.5 percent, and the average gain in number of all workers employed up to 45 hours per week is 11.5 percent, notwithstanding the fact that in the cotton industry, for which 201,886 workers were reported in May 1938, the loss in total number of persons employed less than 45 hours per week amounts to 11.3 percent, and in shipyards, with 27,984 workers, to 12.5 percent.

Twelve of the 28 industries report an increase during the 3-year period of 20 percent or more in number of workers, the greatest relative increase being 76 percent in specialized mechanical shops. In descending order of increase, the other industries are automobiles, electrical shops, rayon, glass, automobile-body works, perphosphate, various mechanical shops, paper, flax and hemp, silk weaving, and shipyards. For these 12 industries the 3-year period from May 1935 to May 1938 reveals an average gain of 0.6 percent in number of persons employed less than 40 hours per week, and of 11.8 percent in the total number of workers employed less than 45 hours per week, with a corresponding decrease in percentage of those persons working 45 hours or more per week; and only in shipyards, with a loss of 12.5 percent in number of persons working less than 45 hours, does the loss in this respect amount to more than 4 percent.

WAGES AND HOURS IN PALESTINE IN MARCH 1938

THE prevailing wage rates in agriculture and in manufacturing and construction industries in Palestine in March 1938 were higher for Jewish labor than for Arab labor.[1] In the orange industry during the picking season in the spring of 1938 the prevailing daily wages ranged from 50–60 mils [2] for Arab women carrying baskets to 400–1,200 mils for Jewish male chief packers. The rates paid Arab and Jewish agricultural labor shown in table 1 are from statistics compiled from data furnished by officers of the District Administration and Department of Agriculture and Fisheries, and by farmers' organizations and

[1] Data are from Palestine, Office of Statistics, Half-Yearly Wage Rates Statistics Bulletins, No. 4, 1937, and No. 5, 1938, Jerusalem, December 1937 and July 1938.

[2] Average exchange rate of £P. (1,000 mils) in March 1938=$4.98.

labor unions. The rates for Jewish labor are based on an 8-hour day. The usual daily hours of Arab agricultural laborers on grain land are 10 to 12; on citrus plantations, 8 to 10.

TABLE 1.—*Prevailing Daily Wage Rates in Agricultural Occupations in Palestine, Spring of 1938*

[Average exchange rate of mil in March 1938=about ½ cent]

Occupation	Jewish labor		Arab labor	
	Men	Women	Men	Women
	Mils	*Mils*	*Mils*	*Mils*
Plowing:				
Dry farming	200–300	----------	80–120	----------
Citrus belt	200	----------	80–120	----------
Tree planting in orange groves, permanent workers	200–300	----------	100–120	----------
General laborers:				
Dry farming	[1] 200–300	----------	100	50–60
Citrus belt	180–200	175	100–120	50
Orange industry:[2]				
Orange picking	150–200	150–200	100–150	----------
Porterage:				
Baskets	150–225	----------	50–60	50–60
Cases	200–300	----------	100–200	----------
Orange sorting, first class	----------	250–350	200–250	----------
Orange sorting, second class	----------	200–250	120–200	----------
Orange wrapping	----------	125–275	120–150	----------
Orange packing:				
Packer, chief	400–1,200	----------	300–600	----------
Packer, assistant	300–500	----------	200–400	----------

[1] On grain land £P. 3 per month with board and lodging.
[2] Rates paid during orange-picking season, recorded in March 1938.

Table 2 gives average daily wages in Palestine for Jewish and Arab labor in manufacturing and construction industries at the end of March 1938, and 6 months previous to that date. The figures are based on employers' returns. In March 1938 the average daily wage rate for Jewish hand compositors was 436 mils, and for Arabs in the same occupation, 252 mils. At the same time the rate for Jewish male tile workers, skilled and unskilled, was 398 mils, and for Arabs 178 mils.

TABLE 2.—*Average Daily Wage Rates in Manufacturing and Construction in Palestine, September 30, 1937, and March 31, 1938* [1]

[Average exchange rate of mil in September 1937 and in March 1938=about ½ cent]

Industry and occupation	Jewish labor		Arab labor	
	September 1937	March 1938	September 1937	March 1938
	Mils	*Mils*	*Mils*	*Mils*
Building materials: Tile makers, skilled and unskilled, male	416	398	206	178
Woodworking: Carpenters and cabinet makers	371	365	272	272
Metal-working:				
Fitters	379	365	333	310
Iron molders	396	405	396	396
Printing and stationery:				
Linotype operators	718	664	----------	----------
Hand compositors	435	436	244	252
Machine printers	427	393	----------	----------
Bookbinders, male	360	370	----------	----------
Bookbinders, female	262	245	----------	----------

[1] The figures contained in this table were extracted from returns by individual employers in the form of frequency tables with a class interval of 50 mils. It is, therefore, not improbable that in some cases the true average rates are slightly higher or slightly lower than shown in the table. These deviations cannot, however, exceed 25 mils.

TABLE 2.—*Average Daily Wage Rates in Manufacturing and Construction in Palestine, September 30, 1937, and March 31, 1938*—Continued

Industry and occupation	Jewish labor		Arab labor	
	September 1937	March 1938	September 1937	March 1938
	Mils	*Mils*	*Mils*	*Mils*
Cardboard-box and paper-bag makers, male			125	114
Cardboard-box and paper-bag makers, female	192	192		
Soap and oil:				
Soap factory workers, male	421	450	165	182
Soap factory workers, female	238	241		
Textiles:				
Weavers, cotton, male	314	330		
Weavers, cotton, female	225	225		
Knitters, wool and underwear, male	438	389		
Knitters, hosiery, male	468	466		
Winders, female	229	226		
Finishers, sewers, repairers, female	232	233		
Clothing manufacture: Shirt makers, female	228	226		
Shoe manufacture:				
Cutters	483	495		
Stitchers	456	423		
Shoemakers, hand	395	415		
Shoe-factory assistants, female	197	204		
Tobacco and cigarettes:				
Leaf sorters, male				118
Leaf sorters, female	191	193	79	73
Cigarette packers and labelers, male			150	138
Cigarette packers and labelers, female	218	226		
Food industries: Bakers	500	484	250	236
Construction:				
Masons	624	572	473	471
Stone dressers	537	554	310	303
Steel benders	519	497	304	320
Shutters	510	544	312	301
Plasterers	545	529	341	352
Painters	480	417	342	308
Floor tilers	556	552	375	383
Unskilled laborers	351	336		

In table 3 union wage rates in certain occupations in manufacturing industries in March 1938 are presented for Jerusalem, Tel Aviv, and Haifa. The rates are for an 8-hour day. The figures were furnished the Palestine Office of Statistics by the General Federation of Jewish Labor in that country.

TABLE 3.—*Union Daily Wage Rates in Manufacturing and Construction in Jerusalem, Tel Aviv, and Haifa, in March 1938*

[Average exchange rate of mil in March 1938=about ½ cent]

Industry and occupation	Union wage rates in—		
	Jerusalem	Tel Aviv	Haifa
Stone quarries and building materials manufacture:			
Quarrymen:	*Mils*	*Mils*	*Mils*
First class	600	----------	400–500
Second class	525	----------	400–500
Third class	450	----------	400–500
Unskilled	300	350	330–400
Silicate-brick makers	----------	400	400–500
Cement-brick makers	----------	300–350	400–500
Mosaic workers:			
Molders	450–500	400–500	550–600
Polishers, finishers, male	300–450	300–350	450
Polishers, finishers, female	----------	250–300	300–330
Woodworking:			
Building carpenters:			
First class	500	350–400	700
Second class	450	300–350	500–600
Third class	350	250–300	350–400
Fourth class	200–250	----------	----------
Cabinet makers:			
First class	500	400	700
Second class	450	300	500–600
Third class	350	250	350–400
Fourth class	200–250	----------	----------
Machine sawyers	350–450	250–400	350–400
Bus-body builders (woodworks)	----------	350–400	----------
Metalworking:			
Blacksmiths, forgers:			
First class	500	600	600–700
Second class	400	450	500
Third class	----------	250–300	----------
Turners:			
First class	----------	650	600–750
Second class	----------	500	500–550
Third class	----------	400	400–450
Semiskilled workers in small workshops	200–300	225–275	300–400
Soap and oil:			
Oil-mill workers, male	----------	300–400	390–480
Clothing manufacture:			
Tailors, machine	----------	300–600	350–500
Tailors, hand	----------	150–500	350–500
Finishers, female	----------	150–250	----------
Leather working:			
Tanners, machine	----------	400–500	----------
Tanners, hand	----------	300–500	----------
Food industries:			
Chocolate makers and packers, male	----------	300–350	330
Chocolate makers and packers, female	----------	180–250	200
Aerated-water-machine operators, male	----------	400–450	350–450
Bottlers, washers, female	----------	200	220

Hours of Labor in Specified Industries

Prevailing and actual hours of labor in Palestine in manufacture and construction, as indicated in employers' reports for September 1937, are shown in table 4. Prevailing working hours in Arab industries were not available. In Jewish industries the usual working day is 8 hours; in some cases where both Jewish and Arab labor is employed, and in a number of small undertakings, the working day is longer. In certain other cases in which mixed labor is used, however, both Jews and Arabs have an 8-hour day:

TABLE 4.—*Daily Hours of Work in Manufacture and Construction in Palestine, End of September 1937*

Industry	Jewish labor		Arab labor (actual hours)
	Actual hours	Prevailing hours	
Stone quarries	8-9	8	8-10
Building materials	8	8	8-9
Woodworking	8-9	8	8-10
Metal works	8	8	8-10
Printing and stationery	8	8	8-9
Textiles	8	8	10
Tobacco and cigarettes	8	8	8
Bakeries	8	8	8-10
Oil and soap	8	8	9-10
Shoe manufacture	8	8	.....
Clothing manufacture	8	8	.....
Building	8-9	8	8-10

WAGES AND WORKING CONDITIONS IN TOBACCO STRIPPING IN PUERTO RICO

THE Puerto Rican tobacco-stripping industry, with its 70 to 90 stemmeries, is one of the largest women-employing enterprises on the island, as from 16,000 to 20,000 wage earners—most of them female tobacco strippers—are reported on the combined staffs of these undertakings. Ordinarily, a county has only one stemmery, and because of this circumstance workers have to walk miles to and from the shops, since they cannot afford the costs of transportation.

A survey made by the Puerto Rico Department of Labor in the year ending in June 1938,[1] covered 57 selected tobacco stemmeries, which employed 15,400 persons, including 13,600 adult women. Of these women, 11,700 (86 percent) worked as tobacco strippers. The average actual weekly hours worked by these strippers were approximately 31½, their average hourly wage 12.6 cents, and their actual weekly earnings $3.97. The labor force of the stemmeries covered included 145 children over 16 and under 18 years of age—65 boys working as dryers and stripped-tobacco stowers, and 80 girls, as shakers, dryers, and stripped-tobacco stowers. Both boys and girls worked a full-time week (48 hours), the boys averaging $3.94 per week and the girls $3.96.

Before the revival of the 1919 minimum-wage law and the signing of a collective agreement in the tobacco-stripping industry, both in

[1] Puerto Rico, Department of Labor, Puerto Rico Labor News, July-August 1938, p. 123: Tobacco Stripping in Puerto Rico.

June 1937, the average actual weekly earnings were considerably below those reported for 1937–38, shown in the following table:

TABLE 1.—*Wages and Hours in Tobacco-Stripping Industry in Puerto Rico, 1937–38*

Occupation	Number of workers	Average hours per week		Average actual earnings	
		Actually worked	Percentage of full time	Per hour	Per week
All occupations	15,434	34.1	71.5	$0.126	$4.30
Chauffeurs	22	48.0	100.0	.19	9.36
Classifiers	17	17.5	36.5	.12	2.11
Clerks	12	48.0	97.6	.12	5.71
Common laborers	144	43.0	90.0	.12	5.32
Coopers	20	48.0	100.0	.125	6.00
Doorkeepers	21	48.0	98.4	.125	5.99
Dryers	923	43.0	89.5	.12	5.02
Fillers	777	45.0	93.0	.125	5.60
Foremen	105	48.0	100.0	.23	10.86
Fumers	1	48.0	100.0	.125	6.00
Night watchmen	25	51.0	100.0	.14	7.00
Packers	55	46.0	95.0	.13	5.91
Pressers	44	43.0	90.0	.135	5.83
Revisers	207	45.6	95.0	.13	6.00
Scrap cleaners	63	42.0	88.0	.10	4.14
Scrap receivers	30	44.0	91.6	.12	5.12
Selectors	49	46.3	96.5	.125	5.79
Shakers	58	37.0	76.6	.10	3.60
Stampers	5	41.6	86.6	.13	5.40
Stevedores	11	45.0	93.5	.124	5.58
Storekeepers	2	48.0	100.0	.203	9.75
Strippers	11,902	31.3	65.6	.126	3.95
Stripped-tobacco stowers	469	44.3	92.4	.11	4.94
Sweepers	44	44.0	91.0	.12	5.29
Task gatherers	127	43.4	90.4	.12	5.10
Timekeepers	40	48.0	99.0	.18	8.64
Tobacco spreaders	11	25.6	53.4	.125	3.20
Weighers	61	46.0	96.0	.12	5.69
Wetters	189	41.0	85.0	.125	5.12

The fact that the busy season for tobacco stemming lasts only 3 or 4 months must be taken into consideration in considering the above earnings.

Under Act No. 117 of 1936, any employer who furnishes tobacco to workers, to be stripped, stored, sweated, dried, sorted or packed at home, is liable to prosecution and to a fine of from $100 to $500 or imprisonment for 1 to 6 months. After the passage of this legislation, home work declined substantially, and the number of stemmeries almost doubled.

During the year ending June 30, 1938, the Puerto Rico Department of Labor instituted 15 prosecutions against violators of the act referred to, but only one conviction resulted, a fine of $100 being imposed in the case. An appeal was taken to the district court but the decision of the municipal justice was upheld.

The inspection force and the attorneys of the Department of Labor are unable to obtain and introduce in court the necessary evidence to incriminate the transgressors because the majority of the woman workers caught stripping, storing, drying, sweating, or packing tobacco at their homes refused to disclose the name

of their employer, or maintain that they are the owners of the tobacco. In court they frequently favor the employer in their testimonies. This connivance of the workers with their employers makes it quite difficult, if not impossible, for the labor authorities to enforce with full success the tobacco-stripping-at-the-home law.

The very serious problem of overpopulation and unemployment in Puerto Rico has a great deal to do with this home-work evil. It is a safe assumption, the Puerto Rico Department of Labor reports, that the average ratio of applicants for jobs to available employment opportunities is 100 to 1.

The inspection force of the department of labor reports that tobacco is being stripped in a considerable number of homes in the tobacco-producing sections. Work is distributed from 9 to 10 p. m. and collected from 2 to 6 a. m. Tobacco areas are far from the towns and workers rarely allow inspectors from the department to search their homes, and often, the tobacco is hidden somewhere outside the house.

WAGES AND HOURS IN THE SCANDINAVIAN COUNTRIES, 1937–38 [1]

Denmark

THE 8-hour working day and 48-hour working week are almost universal in Denmark's industries and trades. This does not apply, however, to agriculture and shipping. Minimum wage rates for piece or time work are stipulated in the trade agreements, on the basis of which rates actual earnings are calculated. As these minimum rates vary by industry, occupation, localities, age, and sex, only average earnings can be quoted.

Overtime work was prohibited by the law of May 7, 1937, with certain exceptions, defined in the law, in which cases the method of payment is as follows: For the first hour, 25 percent above the regular rate; for the second hour, 30 to 33⅓ percent; for the third hour, 50 percent; and for the fourth hour, 70 to 80 percent. For Sundays and holidays the overtime rate is 50 percent above the regular rate until noon, and 100 percent thereafter.

There are no special wage taxes in Denmark, other than the regular income tax. Wage earners do not contribute to accident insurance nor to old-age-pension insurance, the costs of these two classes of social insurance being paid by the employers and the State. Compulsory contribution for sick-benefit insurance, however, is provided for by law. The State supervises the sick-benefit societies, and to a certain extent supports them. All adults in Denmark pay a yearly fee of 2.50 [2] kroner to these societies, and all persons in a certain income classification (which embraces almost all wage earners) are active beneficiaries and pay monthly fees, varying, for heads of families, from 3 to 7 kroner a month. Under the law of March 31, 1937, a worker pays from 7.20 to 8.40 kroner annually for insurance against invalidity resulting from sickness.

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[1] This review is based upon data contained in the reports of E. Gjessing, American vice consul at Copenhagen, June 15, 1938; Arne B. Mørch, clerk of the American consulate general at Oslo, June 4, 1938; and Hallet Johnson, American consul general at Stockholm, April 29, 1938.

[2] Average exchange rate of krone in April 1938= 22.2 cents; øre=1/100 krone.

INDUSTRIAL WORKERS

All Danish industrial workers are organized, and a wage worker must pay not only the ordinary trade-union fees, but also regular contributions to the unemployment-insurance funds of his trade, which are administered by the trade-unions under State supervision. The contribution of the State to the unemployment funds is in proportion to the average yearly earnings of the members of the trade-union administering the fund.

The average yearly earnings per worker in Danish industries are as follows: 1929, 2,571 kroner; 1934–35, 2,271 kroner; 1935–36, 2,260 kroner; 1936–37, 2,389 kroner. These figures must be considered in connection with the yearly percentage of unemployment, the retail-price index, and the value of the Danish krone. The indexes and the percentage of unemployment are as follows:

	Retail price index (1914=100)	*Percent of unemployment*
1929	173	15.5
1930	166	13.7
1931	156	17.9
1932	155	31.7
1933	158	28.8
1934	165	22.1
1935	169	19.7
1936	173	19.3
1937	179	21 9
1938	184	[1]

[1] Not available.

Workers were paid in gold kroner in 1929 and 1930, but after September 30, 1931, in paper kroner. After that date the krone fell in value, until in 1935 it was about 48.2 percent of its gold value, and has remained at that point since 1935. Simultaneously with this devaluation, however, world prices dropped greatly and followed the decrease in the gold value of the krone. The paper krone, therefore, had the same purchasing power in 1936 that the gold krone had in 1929. Since then the purchasing power has dropped with the rise of the price-index figure. Workers do not obtain so much for their money now as they did in 1929, and their average earnings in 1936–37 were smaller than in 1929. Figures for 1937–38 are not yet available, but average earnings for that year are expected to show a considerable increase, though not to reach the level of 1929.

Average annual earnings in the various industries, for the fiscal year 1936–37 are shown in table 1:

TABLE 1.—*Average Annual Earnings of Industrial Workers in Denmark, 1936–37*

Occupation	Annual earnings	Occupation	Annual earnings
	Kroner		*Kroner*
Bakers and confectioners	2,362	Laborers, common	1,970
Basket makers	2,185	Leather workers	3,370
Boiler and engine tenders	2,959	Masons	2,923
Bookbinders and paper-goods makers	2,251	Metal workers	3,268
Brass workers	3,110	Millers	2,722
Brewery workers	2,807	Musicians	1,913
Brush makers	2,226	Painters	2,967
Butchers and slaughterhouse workers	2,488	Paper makers	2,764
Carpenters	2,605	Pavement workers	3,032
Carriage makers	3,415	Plasterers	3,308
Carvers and decorators	2,352	Printers	3,304
Ceramic workers	2,790	Riggers and sailmakers	3,242
Clerks and office workers	2,010	Rope makers	1,851
Cooks	2,555	Seamen	1,909
Coopers	2,710	Ship carpenters	3,116
Coppersmiths	3,982	Ship cooks	2,488
Cork cutters	2,405	Shoemakers	2,179
Dairy workers	2,121	Stone workers	2,639
Domestics	1,020	Sugar and chocolate factory workers	1,778
Electricians	3,216	Tailors	2,099
Firemen	2,035	Technical workers, male	3,706
Gardeners	2,154	Technical workers, female	1,572
Gilders	2,113	Telephone workers	3,588
Glass workers	3,826	Textile workers	2,207
Glaziers	2,780	Tinsmiths	3,171
Glove makers	2,606	Tobacco workers	2,595
Gold-, silver-, and electro-plate workers	2,673	Turners	2,449
Harness makers and upholsterers	3,156	Waiters	2,148
Hat makers	2,102	Watchmakers	3,236
Joiners	2,981	Wood makers	2,459

Wages are generally lower in the provincial towns than in Copenhagen. Under the various labor agreements entered into in April 1938, nearly all rates for both piece and time work were increased, the 1936 rates by 7 percent and the 1937 rates by 6 percent. In trades in which average hourly earnings were less than 1 krone per hour, increases were around 10 percent, whereas in trades in which hourly earnings averaged more than 2 kroner per hour, increases amounted to only 5 percent. Average hourly earnings of organized labor in the various Danish industries in Copenhagen and in other urban districts in 1936 and 1937 are shown in table 2.

TABLE 2.—*Average Hourly Earnings of Industrial Workers in Denmark, 1936 and 1937*

Industry and kind of workers	Copenhagen		Provinces	
	1936	1937	1936	1937
	Øre	*Øre*	*Øre*	*Øre*
Food industries:				
Bakeries: Skilled workers	151	152	124	125
Chocolate factories:				
Skilled workers	143	142	135	139
Unskilled workers	119	121	117	119
Female workers	75	76	65	66
Canning factories:				
Unskilled workers	118	123	107	109
Female workers	88	94	68	70
Slaughterhouses:				
Butchers, unskilled	151	153	----	----
Female workers	83	85	----	----

TABLE 2.—*Average Hourly Earnings of Industrial Workers in Denmark, 1936 and 1937*—Continued

Industry and kind of workers	Copenhagen		Provinces	
	1936	1937	1936	1937
	Øre	Øre	Øre	Øre
Food industries—Continued.				
Margarine factories:				
Unskilled workers	137	137	132	133
Female workers	83	83	82	82
Flour mills:				
Skilled workers	141	144	124	127
Unskilled workers	132	133	113	116
Sugar mills:				
Unskilled workers	146	150	125	129
Female workers	87	89	63	65
Tobacco industries:				
Cigar factories:				
Skilled workers, male	152	155	148	149
Unskilled workers, male	129	131	120	123
Skilled workers, female	128	131	136	140
Unskilled workers, female	115	119	119	122
Cigarette factories:				
Unskilled workers, male	209	215	150	153
Unskilled workers, female	124	128	92	96
Smoking-tobacco factories:				
Unskilled workers, male	184	186	138	137
Unskilled workers, female	122	123	96	95
Textile industries:				
Upholsterers:				
Journeymen	159	156	181	168
Female workers	79	82	82	83
Rope makers:				
Journeymen	158	164	120	123
Unskilled workers	140	153	106	110
Female workers	78	82	66	67
Sail makers	183	192	128	129
Textile factories:				
Male workers	136	134	122	123
Female workers	93	94	82	83
Clothing industry:				
Hatters:				
Male workers	189	190	183	184
Female workers	96	98	93	91
Shoemakers, factory:				
Male workers	159	158	118	120
Female workers	93	93	72	73
Tailors, journeyman:				
Custom	155	157	143	134
Ready-to-wear	158	158	141	140
Seamstresses	79	79	73	73
Cutters	188	189	----------	174
Building trades:				
Tinsmiths	184	192	134	137
Road and cement workers	174	180	125	129
Painters	196	193	141	140
Masons	248	247	158	157
Hod carriers	195	196	135	136
Stucco workers	200	199	130	149
Mosaic workers	167	170	124	123
Carpenters	215	214	144	146
Woodworking:				
Carvers	146	153	138	141
Coopers	163	164	146	150
Cabinetmakers	160	163	131	133
Machine joiners	155	157	121	123
Upholsterers and paper hangers	172	175	141	144
Unskilled woodworkers	121	124	106	108
Leather industry:				
Tanneries:				
Journeymen	178	178	145	152
Unskilled workers	171	172	145	146
Female workers	99	101	71	77
Leatherworking:				
Skilled workers	172	170	----------	----------
Female workers	83	84	----------	----------
Stone, clay and glass industries:				
Cement works: Laborers	----------	----------	152	152
Glass cutters	161	181	166	179
Glass makers	180	191	199	210
Glass workers, unskilled	----------	155	----------	117
Gravel and flint works: Laborers	132	131	112	115
Lime and tile factories:				
Laborers	135	140	118	122
Female workers	----------	----------	71	73

TABLE 2.—*Average Hourly Earnings of Industrial Workers in Denmark, 1936 and 1937*—Continued

Industry and kind of workers	Copenhagen		Provinces	
	1936	1937	1936	1937
	Øre	Øre	Øre	Øre
Stone, clay, and glass industries—Continued.				
Ceramic industry:				
Skilled workers	173	178	134	140
Unskilled workers	135	136	120	127
Female workers	100	103	77	79
Metal industry:				
Tinsmiths	192	191	143	147
Electricians	167	171	144	145
Molders	174	178	151	155
Gold- and silver-smiths and electroplaters:				
Skilled workers	154	159	132	138
Unskilled workers	124	128	116	122
Female workers	77	81	62	66
Brass workers	149	152	134	139
Automobile-body and carriage makers	171	173	144	150
Coppersmiths	189	193	171	174
Metal grinders	172	177	138	141
Ship's carpenters	179	179	149	155
Smiths and machinists	167	172	139	144
Woodworkers	160	163	141	144
Chemical and related industries:				
Electricity, gas, and water works: Unskilled workers	113	118	122	126
Dye and lacquer factories:				
Unskilled workers	120	122	119	124
Female workers	70	73	79	80
Dyeing establishments: Skilled workers	146	148	137	136
Rubber factories:				
Unskilled workers	147	154	155	156
Female workers	79	81	88	91
Insulation workers	214	228	160	162
Chemical works:				
Unskilled workers	120	122	111	114
Female workers	70	73	68	74
Oil refineries:				
Unskilled workers	134	138	----------	----------
Female workers	79	80	----------	----------
Sulphuric-acid factories: Unskilled laborers	140	145	140	144
Soap factories:				
Unskilled laborers	138	150	109	113
Female laborers	94	90	68	70
Match factories:				
Unskilled workers	149	150	----------	----------
Female workers	89	90	----------	----------
Paper industries:				
Paper factories:				
Laborers	129	132	121	124
Female laborers	89	94	86	90
Paper goods:				
Unskilled workers	127	131	118	124
Female workers	85	89	76	82
Paper-box factories:				
Unskilled workers	123	131	129	132
Female workers	91	92	84	85
Printing and bookbinding:				
Bookbinders:				
Journeymen	176	179	136	137
Female workers	97	98	76	77
Printing establishments:				
Typographers	172	175	159	162
Lithographers	188	193	151	157
Unskilled workers	132	136	122	124
Female workers	87	90	72	73
Transportation:				
Longshoremen	168	166	167	174
Warehouse workers	120	123	115	118
Conductors and motormen	160	163	160	169
Railroad and streetcar lines: Unskilled workers	133	139	106	110
Miscellaneous:				
Barbers	114	113	----------	----------
Hairdressers	87	89	----------	----------
Laundry workers, female	73	75	65	67
Moving-picture operators and attendants	166	166	----------	----------
Telephone workers, male	147	150	148	149
Telephone workers, female	91	90	79	87

AGRICULTURAL WORKERS

The majority of the Danish agricultural workers are not organized, there being only about 30,000 organized agricultural workers. The wages paid to agricultural workers in Denmark are, therefore, more subject to fluctuation than in the case of industrial workers, who are strongly organized. The workers engaged in agricultural processing industries, however, are nearly all organized. They belong to independent organizations, neither employers nor wage earners being affiliated with the organizations in the urban districts.

Wage rates for agricultural workers dropped heavily during the depression, but in the last few years they have risen, owing to an exodus of farm laborers to urban districts and a consequent scarcity of labor in rural districts, and also to the pressure of demands by organized workers. According to officials of the Danish Agricultural Council, wage rates in 1938 are approximately 10 percent higher than those of 1935–36, the last year for which figures are available.

Wage rates of agricultural workers in 1934–35 and 1935–36 are shown in table 3.

TABLE 3.—*Wage Rates of Agricultural Workers in Denmark, 1934–35 and 1935–36*

Occupation	Season	Per season with board and lodging	
		1934–35	1935–36
		Kroner	*Kroner*
Foremen	Apr. 1 to Oct. 31	429	465
	Nov. 1 to Mar. 31	249	275
Stable foremen	Apr. 1 to Oct. 31	428	459
	Nov. 1 to Mar. 31	330	361
Laborers, male:			
Under 17 years	Apr. 1 to Oct. 31	219	247
	Nov. 1 to Mar. 31	136	153
17 to 21 years	Apr. 1 to Oct. 31	328	360
	Nov. 1 to Mar. 31	188	211
21 years and over	Apr. 1 to Oct. 31	387	422
	Nov. 1 to Mar. 31	220	250
Laborers, female:			
Under 18 years	Apr. 1 to Oct. 31	187	231
	Nov. 1 to Mar. 31	156	196
Over 18 years	Apr. 1 to Oct. 31	200	251
	Nov. 1 to Mar. 31	171	212
		Per day with board	
Laborers engaged for fixed period	Summer	3.24	3.67
	Harvest	3.76	4.28
	Winter	2.65	3.08
Day laborers	Summer	3.93	4.27
	Harvest	4.36	4.81
	Winter	3.09	3.47
		Per day without board	
Day laborers	Summer	4.82	5.33
	Harvest	5.51	6.09
	Winter	4.17	4.66

In Danish dairies, skilled workers receive an average of 175 kroner per month, with board and lodging. The rates are regulated in some cases according to the price of butter and higher wages are paid persons skilled in cheese making.

Norway

Family allowances and payments in kind do not exist in Norway. Certain large paper mills, power plants, and other industries, however, furnish their employees living quarters at nominal rates. Under the present laws there are no special wage taxes, but all workers are subject to the general income tax.

Compulsory insurance against sickness exists in all branches of industry and is applicable to all workers and employees with an income not exceeding 6,000 kroner per annum. Under the present regulation the employees pay 60 percent of the contribution, the employer 10 percent, the municipality 10 percent, and the Federal Government 20 percent. The workers' share of the contribution is usually paid through deductions from their wages.

There is also compulsory accident insurance, the full contribution to which is paid by the employer. This contribution amounts to from 0.2 percent to 15.0 percent of the insured's wages.

During the first half of 1938 wage increases were established by arbitration awards for three classes of Norwegian workers—road workers, transport workers, and farm laborers. The road workers gained an increase of from 8 to 10 percent, and 14 days' vacation with pay. Their usual workweek is 48 hours. Fifty percent additional is paid for overtime and 100 percent for holidays. The new hourly wage rates are as follows:

TABLE 4.—*Hourly Wage Rates of Road Workers in Norway, Under 1938 Agreement, by Locality*

[Average exchange rate of krone in April 1938=25 cents]

Occupation	Akershus, ostfold, Vestfold	Sør- and Nord-Trøndelag	Other districts
	Kroner	*Kroner*	*Kroner*
Day workers	1.10	1.01	0.98
Road keepers	1.17	1.07	1.04
Skilled workers and foremen	1.22	1.12	1.09
Car drivers, etc.	1.40	1.35	1.32

Transport workers' wages in northern Norway were increased by the arbitration award from 1.06 kroner to 1.20 kroner (13.2 percent). Wages in southern Norway had been increased in the fall of 1937 from 1.11 kroner to 1.30 kroner (17.2 percent). Overtime rates were increased from 25 percent to 35 percent additional for night work

up to January 1939 and 70 percent thereafter. For holiday work, the additional rate will be 50 percent, as before, until January 1939 and 100 percent thereafter. Twelve days' vacation are provided for all workers who work at least 500 hours in a period from May 15 of one year to May 15 of the following year, with pay equal to 4 percent of their earnings in such period.

Summer wages of day farm laborers were increased 25 percent and the weekly hours reduced from 57 to 55 by the 1938 arbitration award.

Average wage rates in certain specified trades in Norway in the autumn of 1937 were as follows:

	Kroner per hour
Carpenters	1. 59
Bricklayers	1. 68
Building laborers, etc	1. 56
Painters	1. 62
Cement workers	1. 53
Paper and pulp industry [1]	1. 46
Metal industry:	
Skilled workers [1]	1. 63
Laborers [1]	1. 31
Mining: Underground and surface workers [1]	1. 32
Municipal day laborers (Oslo):	
Paving work	1. 56
Street cleaning	1. 44
Park department and cemeteries:	
Male workers	1. 44
Female workers	. 99
Water and sewage department	1. 44
Department of sanitation	1. 63
Electrical works	1. 44
Gas works:	
Inside workers	1. 56
Laborers, diggers, etc	1. 44
Harbor department	1. 44
Stone crushing	1. 44
	Per day
Laundry workers, female	6. 00
Export industries [1]	11. 79
Home industries [1]	12. 46
Trade [1]	15. 57
	Per week
Bakers	72. 00
Shoemakers	59. 00
Tailors	67. 00
Teamsters	70. 00
Truck drivers	74. 00

[1] Average earnings, including overtime, third quarter 1937.

Hourly earnings of construction workers in 1936 were as follows:

	Kroner
Construction workers:	
Railroads:	
Skilled workers	1. 49
Laborers, piece work	1. 58
Laborers, day work	1. 26
Telegraph service: Day workers	1. 13
Highways: [1]	
Piece workers	1. 07
Day workers	. 94
Harbors:	
Laborers paid by month	1. 23
Laborers paid by hour	. 86

[1] Data are for fiscal year 1936-37.

In June 1937, seamen on Norwegian vessels in foreign trade [3] were paid the following average wage rates:

	Kroner per month
First mates	375. 00
Second mates	290. 00
Third mates	227. 00
Boatswains	177. 00
Carpenters	177. 00
Seamen:	
Able seamen	160. 00
Ordinary seamen	91. 00
Seamen, apprentice	59. 00
Deck boys	40. 00
Stewards	269. 00
Cooks	193. 00
Engineers:	
First engineers	435. 00
Second engineers	331. 00
Third engineers	294. 00
Donkeymen	178. 00
Firemen	166. 00
Coal trimmers	95. 00

Average daily earnings of Norwegian agricultural workers in 1937–38, by sex, are presented below:

Agricultural workers, temporary, with board and lodging: Farm laborers:	*Males (Kroner)*	*Females (Kroner)*
Plowing and sowing season	3. 54	2. 21
Mowing season	4. 04	2. 46
Harvest season	3. 65	2. 38
Other seasons, summer	3. 34	2. 11
Other seasons, winter	2. 92	1. 89

[3] European trade principally, but in a few instances special wages for the trans-Atlantic trade are included.

	Males (Kroner)	Females (Kroner)
Agricultural workers, temporary, with board and lodging—Con.		
Ditch diggers:		
Summer	4. 05	.....
Winter	3. 55	.....
Forest workers:		
Summer	4. 13	.....
Winter	3. 80	.....
Stone masons:		
Summer	5. 23	.....
Winter	4. 69	.....
Carpenters:	5. 48	.....
Summer	5. 48	.....
Winter	4. 95	.....
Agricultural workers, temporary, without board and lodging:		
Farm laborers:		
Plowing and sowing season	4. 97	3. 27
Mowing season	5. 41	3. 50
Harvest season	5. 08	3. 45
Other seasons, summer	4. 78	3. 18
Other seasons, winter	4. 33	2. 93
Ditch diggers:		
Summer	5. 51	.....
Winter	4. 94	.....
Forest workers:		
Summer	5. 83	.....
Winter	5. 51	.....
Stone masons:		
Summer	6. 77	.....
Winter	6. 22	.....
Carpenters:		
Summer	7. 04	.....
Winter	6. 51	.....
Agricultural workers, permanent, with board and lodging:		
Farm hands:		
Full year	540. 00	356. 00
Summer half year	305. 00	194. 00
Winter half year	240. 00	167. 00
Stock tenders:		
Full year	700. 00	475. 00
Summer half year	358. 00	247. 00
Winter half year	348. 00	239. 00

Sweden

In Sweden, the average length of the working week is 48 hours. Indexes of wages and cost of living in 1934, 1935, and 1936, based on 1913, were as follows:

	1934	*1935*	*1936*
Wages per hour	273	278	280
Wages per day	228	235	235
Wages per year	221	226	232
Cost of living	154	156	158

	1934	1935	1936
Real wages per hour	177	178	177
Real wages per day	148	151	149
Real wages per year	144	145	147

Table 4 presents minimum wage rates per hour, per day, and per year, in the various industries or trades in Sweden in 1936.

TABLE 4.—*Hourly, Daily, and Yearly Wage Rates in Various Trades and Industries in Sweden, 1936*

[Average exchange rate of krona in 1936=25.6 cents]

Industry or trade	Wage rates		
	Per hour	Per day	Per year
	Kronor	*Kronor*	*Kronor*
Metal mining		9.32	2,678
Male workers	1.24	10.02	2,882
Female workers	.82	6.53	1,897
Mines and concentrators		11.43	3,099
Central Sweden		8.70	2,462
Northern Sweden		16.42	4,135
Iron, steel, and copper works		9.04	2,613
Iron and steel manufacture		8.47	2,439
Male workers	1.15	9.26	2,671
Female workers	.70	5.62	1,622
Machine shops		9.57	2,754
Male workers	1.26	10.20	2,938
Female workers	.77	6.14	1,774
Shipbuilding yards		10.19	2,868
Other workshops		9.44	2,731
Male workers	1.25	10.11	2,937
Female workers	.77	6.14	1,775
Electrical workshops		9.31	2,730
Male workers	1.34	10.94	3,213
Female workers	.92	7.38	2,162
Metal manufacturing		8.14	2,382
Male workers	1.17	9.40	2,759
Female workers	.81	6.45	1,887
Gold- and silver-ware manufacturing		8.84	2,493
Male workers	1.38	10.88	3,076
Female workers	.83	6.52	1,824
Coal mining		8.45	2,372
Glass works		6.97	1,881
Lumber and woodworking		7.34	2,057
Male workers	.96	7.72	2,172
Female workers	.69	5.50	1,552
Log driving		8.42	
Sawing and planing		7.24	2,013
Wood pulp		9.65	2,672
Paper and pasteboard manufacture		8.41	2,390
Male workers	1.10	9.06	2,577
Female workers	.71	5.48	1,544
Graphic industry		11.43	3,334
Male workers	1.58	13.00	3,793
Female workers	.85	6.99	2,030
Printing, book		10.84	3,154
Male workers	1.51	12.41	3,610
Female workers	.87	7.09	2,506
Printing, newspaper		13.44	3,953
Male workers	1.78	14.50	4,264
Female workers	.83	6.77	1,991
Food manufacture		9.24	2,687
Male workers	1.35	10.87	3,184
Female workers	.84	6.62	1,900
Sugar manufacture		8.61	2,580
Male workers	1.12	9.05	2,730
Female workers	.79	6.15	1,773
Tobacco manufacture		8.69	2,299
Male workers	1.64	12.96	3,576
Female workers	.95	7.49	1,945
Spinning, weaving, etc		5.99	1,737
Male workers	.94	7.70	2,235
Female workers	.66	5.28	1,530

TABLE 4.—*Hourly, Daily, and Yearly Wage Rates in Various Trades and Industries in Sweden, 1936*—Continued

Industry or trade	Wage rates		
	Per hour	Per day	Per year
	Kronor	*Kronor*	*Kronor*
Tailoring and sewing		6.29	1,793
Male workers	1.26	10.18	2,943
Female workers	.75	5.91	1,684
Shoe manufacture		6.91	1,893
Male workers	1.20	8.81	2,401
Female workers	.77	5.57	1,535
Chemical-technical industry		8.38	2,424
Male workers	1.23	9.97	2,856
Female workers	.75	5.98	1,627
Private building industry		12.54	
Government building industry		10.13	2,893
Male workers	1.30	10.45	2,998
Female workers	.97	7.74	2,104
Municipal public works		12.84	3,552
Power, lighting, and waterworks		12.19	3,330
Street railways		14.87	3,999
Hauling, moving, and carting		10.15	3,027

WAGES IN SWITZERLAND, 1937

THE REDUCTION in the average earnings of Swiss workers which was continuous from 1932 to 1936 was checked in 1937, and even a slight increase for some workers was registered, according to the annual report [1] of wages in certain industries made by the Federal Bureau of Industry, Arts and Trades, and Labor. These wage statistics are secured from workers injured in industrial accidents. The reports for 1937 covered 63,429 workers injured in industrial accidents, of whom 50,140 reported hourly earnings and 13,289 daily earnings. No average is computed for the different classes in an industry unless at least 50 reports are received for the particular class. The wages reported do not relate to a particular date or pay period, but are reported for workers injured at any time throughout the year. Therefore, the increases which took place in the second quarter of 1937, affecting about one-third of the workers covered in the quarterly studies of industrial conditions, are only partially reflected in the figures. Although the average earnings of certain classes of adult workers had increased by 1 to 2 percent from 1936 to 1937, the cost-of-living index had increased in the same period from 130.4 to 136.7, or 4.8 percent. The largest wage increases were in the four principal cities—Zurich, Bern, Basel, and Geneva.

The following table shows the average daily and hourly earnings reported for the different classes of workers in the various industries in 1937.

[1] La Vie Économique, Berne, June 1938, pp. 327-329, 352-355.

Average Daily and Hourly Earnings of Workers in Specified Industries in Switzerland in 1937

[Average exchange rate of Swiss franc in 1937=22.94 cents]

Industry	Foremen and master workmen	Skilled and semi-skilled workers	Unskilled workers	Women 18 years of age and older	Young persons under 18 years of age
	Average daily earnings (in francs)				
Average, all occupations	16.32	11.90	9.69	6.24	3.91
Metals and machines	17.08	10.24	9.13	----------	3.73
Building	17.23	12.23	11.27	----------	----------
Wood	15.06	9.07	7.30	----------	----------
Textiles	14.06	10.86	7.86	6.21	3.45
Watches	----------	10.36	----------	5.75	----------
Stone and earth	----------	11.24	8.58	----------	----------
Shoes	----------	----------	----------	----------	----------
Paper	----------	12.55	----------	----------	----------
Graphic arts	----------	15.52	9.39	6.11	----------
Chemicals	----------	13.44	9.95	----------	----------
Food, drink, and tobacco	17.40	13.97	11.76	5.68	----------
Conveyances	----------	11.07	9.65	----------	----------
Commercial establishments	15.95	12.91	11.41	7.88	----------
Electric light and power	19.10	14.98	11.96	----------	----------
Gas and water	----------	17.15	15.02	----------	----------
Mining and quarrying	----------	9.62	7.24	----------	----------
Forestry	----------	9.26	7.32	----------	----------
	Average hourly earnings (in francs)				
Average, all occupations	1.54	1.32	1.05	0.69	0.50
Metals and machines	1.62	1.33	1.08	.69	.48
Building	1.60	1.40	1.05	----------	.70
Wood	1.49	1.23	.93	.62	.44
Textiles	----------	1.04	.93	.68	.46
Watches	----------	1.34	.93	.75	.53
Stone and earth	----------	1.25	1.02	----------	.55
Shoes	----------	1.12	----------	.71	.47
Paper	----------	1.25	1.01	.63	.42
Graphic arts	----------	1.82	1.17	.71	----------
Chemicals	----------	1.43	1.27	.72	.60
Food, drink, and tobacco	----------	1.43	1.26	.68	.48
Conveyances	----------	----------	1.17	----------	----------
Commercial establishments	----------	1.30	1.20	.65	----------
Electric light and power	----------	1.47	1.22	----------	----------
Gas and water	----------	1.77	1.41	----------	----------
Mining and quarrying	----------	1.21	.95	----------	----------
Forestry	----------	.95	.87	----------	----------

Immigration

IMMIGRATION INTO THE PHILIPPINES, 1937

DURING the year 1937 arrivals in the Philippines outnumbered those during the preceding year, as a result chiefly of the increased immigration of Chinese because of troubled conditions in their own country. Of 10,620 immigrant aliens coming to the islands in the year under review, 5,170 were Chinese and 4,170 were Japanese. The English immigrant aliens ranked next, numbering 279, while the Spanish, Germans, and Russians constituted respectively, 163, 123, and 100 of the immigrant group, as reported in the table following.[1]

Aliens Coming to and Departing from the Philippines, 1937

Race or nationality	Arrived						Departed					
	Immigrants			Nonimmigrants			Emigrants			Nonemigrants		
	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females
Total	10,620	7,232	3,388	19,416	16,371	3,045	3,955	3,166	789	11,910	9,839	2,071
Chinese	5,170	3,367	1,803	15,072	13,401	1,671	1,828	1,636	192	7,686	6,985	701
Dutch and Flemish	69	50	19	103	71	32	1	1	------	107	85	22
East Indians	73	57	16	131	109	22	50	44	6	146	117	29
English	279	182	97	821	493	328	63	37	26	1,058	707	351
French	52	30	22	66	39	27	11	5	6	182	98	84
Germans	123	72	51	239	163	76	10	7	3	295	208	87
Irish	16	13	3	1	1	------	------	------	------	21	18	3
Italians	39	35	4	48	37	11	------	------	------	57	42	15
Japanese	4,170	3,057	1,113	2,019	1,513	506	1,935	1,403	532	1,401	1,021	380
Portuguese	39	16	23	43	23	20	------	------	------	74	28	46
Russians	100	39	61	122	38	84	------	------	------	55	15	40
Scandinavians	11	6	5	9	7	2	------	------	------	------	------	------
Scotch	8	6	2	1	1	------	------	------	------	1	1	------
Spanish	163	85	78	290	180	110	35	19	16	310	184	126
Syrians	2	2	------	------	------	------	------	------	------	1	1	------
Turkish	19	17	2	9	8	1	------	------	------	2	2	------
Other peoples	287	198	89	442	287	155	22	14	8	514	327	187

[1] Philippines. Department of Labor. Labor Bulletin, Manila, June 1938.

Labor Turn-Over

LABOR TURN-OVER IN MANUFACTURING ESTABLISHMENTS, AUGUST 1938

THE accession rate in manufacturing establishments for August 1938 was 5.29 per 100 employees on the pay roll, the highest rate since January 1935, according to the Bureau of Labor Statistics' monthly survey of labor turn-over in manufacturing industries. In August 1937 the accession rate was 3.36 and in July 1938, 4.81.

A slight increase was shown in the quit and discharge rates for August as compared with July. Both rates were approximately one-half as high as for August 1937. The number of lay-offs decreased from 3.13 per 100 employees in July to 2.33 in August, and the total separation rate from 3.81 to 3.08 per 100 employees. Both rates were lower than a year ago.

Of the 23 industries for which separate rates are published, 17 had lower lay-off rates than in July and 14 had lower lay-off rates than a year ago. The August accession rate was above that for July in 13 industries. Compared with a year ago 17 industries showed higher accession rates.

All Manufacturing

The Bureau of Labor Statistics' survey of labor turn-over covers more than 5,000 representative manufacturing establishments, which in August employed more than 2,130,000 workers. The rates represent the number of changes in personnel per 100 employees on the pay rolls during the month.

The rates shown in table 1 are compiled from reports received from representative plants in 144 industries. In the 23 industries for which separate rates are shown (see table 2) reports were received from representative plants employing approximately 25 percent of the workers in each industry.

Table 1 shows the total separation rate classified into quit, discharge, and lay-off rates and the accession rate for each month of 1937 and for the first 8 months in 1938 for manufacturing as a whole. The average monthly rates for 1937 are also presented.

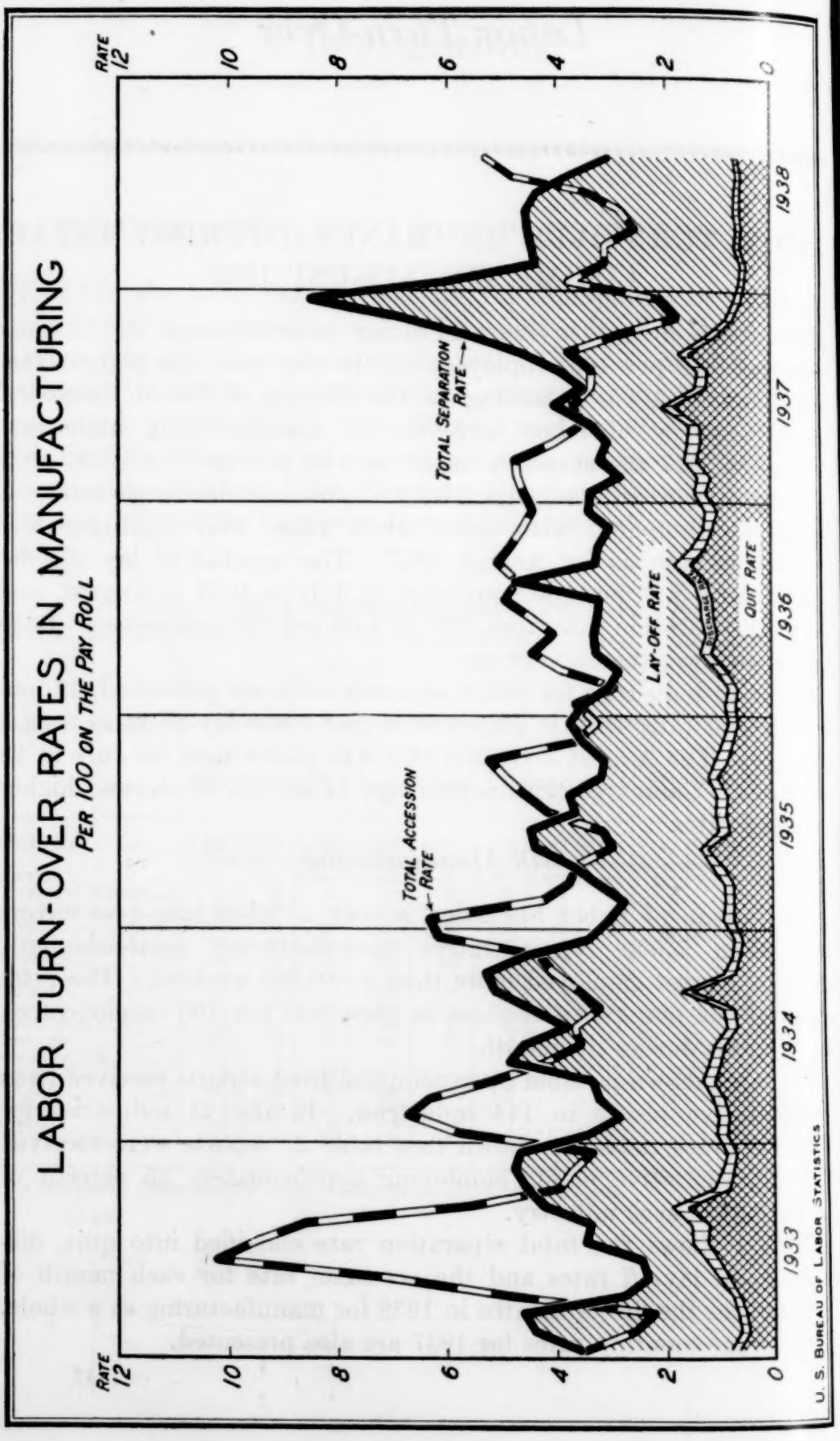
LABOR TURN-OVER RATES IN MANUFACTURING
PER 100 ON THE PAY ROLL
RATE
12
10
8
6
4
2
0
TOTAL ACCESSION RATE
TOTAL SEPARATION RATE
LAY-OFF RATE
QUIT RATE
1933
1934
1935
1936
1937
1938
U. S. BUREAU OF LABOR STATISTICS

TABLE 1.—*Monthly Labor Turn-Over Rates (per 100 Employees) in Representative Factories in 144 Industries*

Class of rate and year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Average
Quit:													
1938	0.52	0.49	0.61	0.59	0.62	0.61	0.59	0.65					
1937	1.27	1.19	1.43	1.38	1.37	1.89	1.25	1.23	1.59	1.05	0.72	0.60	1.25
Discharge:													
1938	.11	.11	.11	.10	.13	.11	.09	.10					
1937	.21	.22	.24	.23	.21	.19	.21	.19	.19	.19	.16	.14	.20
Lay-off:													
1938	5.45	3.79	3.74	3.85	3.82	3.69	3.13	2.33					
1937	1.90	1.44	1.53	1.48	1.79	1.94	2.06	2.57	2.84	4.45	5.99	7.77	2.98
Total separation:													
1938	6.08	4.39	4.46	4.54	4.57	4.41	3.81	3.08					
1937	3.38	2.85	3.20	3.09	3.37	4.02	3.52	3.99	4.62	5.69	6.87	8.51	4.43
Accession:													
1938	3.78	3.13	3.13	2.58	2.84	3.44	4.81	5.29					
1937	4.60	4.71	4.74	4.04	3.56	3.69	3.36	3.36	3.78	2.84	1.79	2.12	3.55

[1] Including temporary, indeterminate, and permanent lay-offs.

Twenty-Three Industries

Detailed turn-over rates for 23 selected manufacturing industries are listed in table 2, which gives the number of quits, discharges, and lay-offs, total separations, and total accessions per 100 employees in reporting firms in August and July 1938 and August 1937.

TABLE 2.—*Monthly Turn-Over Rates (per 100 Employees) in Specified Industries*

Class of rates	Aug. 1938	July 1938	Aug. 1937	Aug. 1938	July 1938	Aug. 1937	Aug. 1938	July 1938	Aug. 1937
	Automobiles and bodies			Automobile parts			Boots and shoes		
Quit	0.34	0.30	1.01	0.44	0.32	1.20	0.98	0.82	1.13
Discharge	.05	.03	.14	.09	.08	.27	.16	.12	.21
Lay-off	9.97	17.82	21.01	3.79	8.78	6.80	1.02	1.06	1.55
Total separation	10.36	18.15	22.16	4.32	9.18	8.27	2.16	2.00	2.89
Accession	20.50	3.92	3.46	18.20	4.31	5.61	3.59	6.66	2.33
	Brick, tile, and terra cotta			Cement			Cigars and cigarettes		
Quit	0.46	0.58	1.41	0.36	0.37	1.10	1.15	1.29	1.64
Discharge	.12	.11	.26	.10	.05	0.17	.14	.11	.12
Lay-off	4.05	4.37	5.00	5.78	2.07	1.03	.55	.79	1.06
Total separation	4.63	5.06	6.67	6.24.	2.49	2.30	1.84	2.19	2.82
Accession	7.34	6.47	5.47	3.10	3.42	3.99	5.75	2.88	4.93
	Cotton manufacturing			Electrical machinery			Foundries and machine shops		
Quit	1.13	1.13	1.45	0.53	0.48	1.02	0.35	0.35	1.12
Discharge	.19	.17	.24	.07	.03	1.16	.08	.09	.25
Lay-off	1.78	3.04	2.17	1.34	1.67	.63	2.38	3.42	1.51
Total separation	3.10	4.34	3.86	1.94	2.18	1.81	2.81	3.86	2.88
Accession	6.17	5.88	3.01	3.41	2.00	2.85	3.61	2.29	3.11
	Furniture			Hardware			Iron and steel		
Quit	0.62	0.46	1.41	0.43	0.42	1.35	0.35	0.32	1.17
Discharge	.22	.20	.32	.07	.05	.19	.04	.03	.10
Lay-off	1.72	2.23	2.23	1.49	1.87	1.68	1.06	1.67	.84
Total separation	2.56	2.89	3.96	1.99	2.34	3.22	1.45	2.02	2.11
Accession	6.07	6.28	6.93	4.28	3.28	1.45	2.16	1.98	2.52

TABLE 2.—*Monthly Turn-Over Rates (per 100 Employees) in Specified Industries*—Continued

Class of rates	Aug. 1938	July 1938	Aug. 1937	Aug. 1938	July 1938	Aug. 1937	Aug. 1938	July 1938	Aug. 1937
	Knit goods			Men's clothing			Petroleum refining		
Quit	0.83	0.64	0.92	0.76	0.92	1.05	0.45	0.55	0.75
Discharge	.11	.09	.12	.06	.05	.07	.07	.04	.08
Lay-off	1.72	2.83	1.10	1.50	2.96	2.81	1.76	.56	2.58
Total separation	2.66	3.56	2.14	2.32	3.93	3.93	2.26	1.15	3.41
Accession	4.36	4.43	1.80	6.81	14.33	3.23	2.52	2.07	2.78
	Printing and publishing						Radios and phonographs		
	Book and job			Newspapers					
Quit	0.58	0.35	0.89	0.33	0.33	0.66	1.11	0.55	3.40
Discharge	.12	.17	.18	.06	.04	.14	.08	.12	.39
Lay-off	2.73	3.38	3.86	1.56	2.63	1.56	2.22	.99	2.68
Total separation	3.43	3.90	4.93	1.95	3.00	2.36	3.41	1.66	6.67
Accession	4.72	4.41	4.62	2.89	1.06	2.54	5.36	7.77	6.51
	Rayon			Rubber tires			Sawmills		
Quit	1.06	0.48	0.94	0.45	0.36	0.66	1.55	1.66	3.15
Discharge	.12	.16	.20	.05	.05	.05	.22	.18	.35
Lay-off	.60	2.34	.30	1.52	7.43	2.02	3.70	3.01	2.47
Total separation	1.78	2.98	1.44	2.02	7.84	2.73	5.47	4.85	5.97
Accession	6.57	6.98	2.86	6.25	3.45	1.12	7.94	9.30	4.96
	Slaughtering and meat packing			Woolen and worsted goods					
Quit	0.62	0.42	0.85	0.93	0.64	0.77	------	------	------
Discharge	.14	.13	.15	.09	.12	.09	------	------	------
Lay-off	6.00	5.59	5.84	3.83	1.16	5.59	------	------	------
Total separation	6.76	6.14	6.84	4.85	1.92	6.45	------	------	------
Accession	6.35	7.77	6.84	7.38	15.98	5.74	------	------	------

Employment Offices

OPERATIONS OF UNITED STATES EMPLOYMENT SERVICE, SEPTEMBER 1938

CONTINUED general gains in employment conditions throughout the country were shown in United States Employment Service operating results for September. Placements reached the highest point since last October and the number of applications in the active file declined for the first time since last fall.

Public employment offices throughout the country made 278,105 placements in September. This is a gain of 13.7 percent in daily rate of placements from August, the previous high month for the calendar year. Normally the placement peak is reached in May.

The great bulk of the jobs filled in September were with private employers, 202,792 being reported, a gain of 16 percent in the daily rate over August. This total is 15.4 percent less than the number reported in September 1937 but is 20.8 percent higher than the volume in September 1936. Successively greater improvement in private placements has been evident in recent months, the margin below the activities of the same period one year earlier being less this month (September) than in any month since last November. The improvement in job opportunities was general, gains being reported in 38 States.

Men were placed in 116,396 of the private jobs and women in 86,396. Private jobs of regular duration numbered 96,748, while 106,044 were of a temporary nature.

In addition to placements with private employers 75,313 jobs were filled in public employment.

A slight increase in the daily rate of applications for work filed with employment offices occurred during September, although, due to the lesser number of working days, the aggregate total for the month was slightly lower than the August volume. A total of 1,067,220 applicants were registered, 519,609 being new applicants and 547,611 representing applicants renewing previous registrations. The daily rate of new applications was 9.1 percent less than in August, while the daily rate of renewals was 17.9 percent higher.

At the month end 7,968,668 persons were actively seeking jobs through the Employment Service. This is a drop of 1.9 percent from

the number reported at the end of August, the first decline which has been reported since last October. Applications of men numbered 6,289,328 and those of women 1,679,340.

During September 9,282,820 personal visits were received at the 1,609 employment offices and 1,838 itinerant points served by the United States Employment Service.

Veterans were placed in 12,412 jobs during September, 7,391 with private employers and 5,021 in public employment. Placements with private employers were 13.5 percent higher in daily rate than in August. Applications were received from 42,489 veterans during the month and at the month end 415,120 veterans were actively registered as seeking work.

TABLE 1.—*Summary of Operations of United States Employment Service, September 1938*

Activity	Number	Percent of change from—		
		August 1938 [1]	September 1937	September 1936
Total applications	1,067,220	+3.0	+78.4	+40.3
New applications	519,609	−9.1	+86.3	+46.0
Renewals	547,611	+17.9	+71.5	+35.2
Total placements	278,105	+13.7	−19.6	−36.0
Private	202,792	+16.0	−15.4	+20.8
Public	75,313	+7.7	−29.3	−71.8
Active file (end of month)	7,968,668	−1.9	+71.9	+16.5

[1] Adjusted for number of working days in month, 25 in August and 23 in September.

TABLE 2.—*Summary of Veterans' Activities, September 1938*

Activity	Number	Percent of change from—		
		August 1938 [1]	September 1937	September 1936
Total application	42,489	−3.7	+47.3	+3.2
New applications	15,288	−15.0	+74.7	+8.3
Renewals	27,201	+4.0	+35.3	+.6
Total placements	12,412	+6.9	−33.5	−36.6
Private	7,391	+13.5	−30.9	−7.0
Public	5,021	−1.5	−37.0	−75.7
Active file (end of month)	415,120	−2.4	+69.5	+10.1

[1] Adjusted for number of working days in month, 25 in August and 23 in September.

TABLE 3.—*Operations of United States Employment Service, September 1938*

TOTAL

Division and State	Placements					Field visits	Applications			Active file, Sept. 30, 1938	Personal visits
		Private			Public			New			
	Total	Number	Percent of change from August [1]	Regular (over 1 month)			Total	Number	Percent of change from August [1]		
United States	278,105	202,792	+16	96,748	75,313	144,706	1,067,220	519,609	−9	7,968,668	9,282,820
New England	13,316	10,269	+43	5,439	3,047	6,171	65,430	37,095	+14	672,516	831,639
Maine	2,179	1,216	−12	945	963	1,486	8,522	3,090	+3	32,920	68,288
N. H	1,982	1,626	+46	724	356	1,062	6,269	1,788	+23	34,527	44,041
Vt	1,185	830	+54	367	355	297	3,590	1,261	+13	18,163	14,975
Mass	2,839	2,366	+69	1,304	473	1,411	29,767	21,467	+43	370,126	462,572
R. I	1,230	1,021	+61	474	209	572	4,800	2,809	−45	74,145	103,891
Conn	3,901	3,210	+50	1,625	691	1,343	12,482	6,680	−3	142,635	137,872
Middle Atlantic	29,113	24,747	+19	12,577	4,366	12,976	194,501	95,809	−5	2,187,905	2,599,780
N. Y	13,314	12,835	+30	5,636	479	2,252	94,408	37,213	+15	599,559	1,607,167
N. J	4,726	4,252	+2	1,638	474	3,767	28,321	12,256	+10	241,966	81,064
Pa	11,073	7,660	+13	5,303	3,413	6,957	71,772	46,340	−20	1,346,380	911,549
East North Central	45,634	37,396	+28	20,686	8,238	28,684	231,982	108,680	−26	1,807,300	1,795,165
Ohio	9,153	7,161	+23	3,555	1,992	10,421	50,062	20,397	−11	473,851	191,004
Ind	6,819	6,430	+18	3,855	389	4,172	33,089	20,668	−42	244,113	493,444
Ill	14,131	12,346	+24	5,484	1,785	6,838	39,050	16,378	−21	329,780	154,475
Mich	8,353	6,682	+109	5,128	1,671	4,617	77,990	39,108	−30	618,205	753,434
Wis	7,178	4,777	0	2,664	2,401	2,636	31,791	12,129	+1	141,351	202,808
West North Central	30,020	19,156	−8	7,591	10,864	19,303	86,559	40,054	−7	670,227	543,609
Minn	6,239	4,769	+5	2,312	1,470	8,000	19,274	9,482	+20	202,480	220,316
Iowa	7,615	4,630	+27	1,699	2,985	3,116	17,116	7,760	−9	95,399	168,442
Mo	3,575	2,921	+24	1,409	654	2,735	19,777	10,515	−19	205,965	57,096
N. Dak	3,824	3,186	−59	736	638	915	6,752	2,411	−46	26,544	23,968
S. Dak	1,883	864	+25	387	1,019	887	4,087	1,644	+41	37,828	14,458
Nebr	3,888	1,474	+35	573	2,414	2,282	8,381	3,309	−8	40,102	31,897
Kans	2,996	1,312	+46	475	1,684	1,368	11,172	4,933	+11	61,909	27,432
South Atlantic	38,439	23,671	0	14,815	14,768	13,321	152,987	78,475	+3	911,660	998,698
Del	1,824	1,468	+48	1,020	356	301	3,378	1,037	−11	13,864	12,449
Md	3,027	2,206	+7	1,026	821	1,427	17,547	7,261	0	70,071	155,237
D. C	2,702	2,629	+29	1,206	73	249	8,465	4,520	+8	54,498	73,933
Va	6,931	3,783	−1	2,868	3,148	2,049	20,970	10,193	−5	63,834	121,869
W. Va	3,979	2,712	+25	1,876	1,267	2,402	24,968	8,035	−3	199,072	191,766
N. C	10,491	7,437	−15	4,920	3,054	2,207	31,520	19,078	+8	150,835	292,387
S. C	2,867	1,096	−7	698	1,771	1,389	18,748	12,335	+19	111,641	88,124
Ga	5,600	2,340	−13	1,201	3,260	3,072	20,754	11,047	−4	143,197	44,217
Fla	1,018	0	-------	0	1,018	225	6,637	4,969	−15	104,648	18,716
East South Central	19,604	9,931	+30	6,897	9,673	5,965	67,015	35,741	−23	529,678	525,102
Ky	2,205	1,048	+37	427	1,157	544	12,793	5,349	−27	122,127	27,702
Tenn	5,227	3,110	+42	2,042	2,117	2,304	13,749	8,367	−1	157,790	241,068
Ala	5,194	3,179	0	2,562	2,015	1,955	19,370	9,910	−18	169,874	152,504
Miss	6,978	2,594	+70	1,866	4,384	1,162	21,103	12,115	−34	79,887	103,828
West South Central	51,036	39,692	+28	12,206	11,344	33,931	111,049	56,999	−2	476,585	833,429
Ark	3,887	2,628	+20	798	1,259	2,019	9,853	4,981	+33	67,404	23,978
La	4,005	3,133	+54	2,049	872	1,890	16,380	9,156	−12	125,191	129,699
Okla	4,238	3,126	+123	660	1,112	1,813	13,372	5,815	−9	36,982	53,047
Tex	38,906	30,805	+21	8,699	8,101	28,209	71,444	37,047	−2	247,008	626,705
Mountain	21,328	14,970	+9	6,450	6,358	10,080	47,006	18,331	+4	196,946	243,577
Mont	3,375	1,933	−7	1,136	1,442	2,340	4,987	1,737	+12	34,595	33,572
Idaho	2,753	1,832	+27	610	921	2,172	8,878	3,545	+31	16,041	47,178
Wyo	1,799	818	+27	552	981	400	2,759	964	+2	5,830	14,524
Colo	5,731	4,689	−11	1,331	1,042	1,847	11,810	4,410	+12	48,881	46,370
N. Mex	3,057	2,599	+142	1,177	458	1,501	5,445	2,583	−1	34,885	24,896
Ariz	2,140	1,521	+19	1,048	619	582	4,828	2,424	−4	30,821	34,470
Utah	1,554	989	−27	249	565	681	6,373	2,079	−22	22,228	34,040
Nev	919	589	+9	347	330	557	1,926	589	−23	3,665	8,527
Pacific	28,721	22,644	+12	9,991	6,077	14,055	109,574	47,592	−2	509,244	905,854
Wash	2,472	1,984	+22	751	488	2,109	20,546	5,436	−4	130,085	72,271
Oreg	4,761	3,397	+13	2,137	1,364	1,849	9,936	5,706	+3	87,057	116,972
Calif	21,488	17,263	+11	7,103	4,225	10,097	79,092	36,450	−3	292,102	716,611
Alaska	243	152	−16	31	91	131	375	179	+9	836	2,151
Hawaii	651	164	−15	65	487	89	742	654	+13	5,771	3,816

[1] Adjusted for number of working days in months, 25 in August and 23 in September.

TABLE 3.—*Operations of United States Employment Service, September 1938*—Continued

MEN

Division and State	Placements					Applications			Active file, Sept. 30, 1938
	Total	Private			Public	Total	New		
		Number	Percent of change from August[1]	Regular (over 1 month)			Number	Percent of change from August[1]	
United States	190,619	116,396	+17	47,427	74,223	781,724	357,372	−13	6,289,328
New England	9,108	6,084	+86	2,671	3,024	43,990	22,801	+12	478,993
Maine	1,553	593	+0	412	960	6,468	2,026	+2	26,054
New Hampshire	1,585	1,230	+76	455	355	4,247	1,039	+13	25,394
Vermont	915	561	+143	186	354	2,798	867	+9	14,308
Massachusetts	1,759	1,290	+104	628	469	19,569	13,324	+40	266,085
Rhode Island	822	620	+244	243	202	2,948	1,485	−47	47,236
Connecticut	2,474	1,790	+90	747	684	7,960	4,060	−4	99,916
Middle Atlantic	15,566	11,281	+14	6,049	4,285	137,486	63,653	−11	1,678,754
New York	6,408	5,954	+25	2,497	454	65,507	23,637	+10	417,720
New Jersey	1,638	1,168	−19	541	470	20,031	8,426	+9	192,159
Pennsylvania	7,520	4,159	+14	3,011	3,361	51,948	31,590	−26	1,068,875
East North Central	26,004	18,041	+36	9,215	7,963	167,947	76,144	−30	1,505,168
Ohio	4,981	3,007	+24	1,243	1,974	36,719	14,271	−12	406,188
Indiana	2,918	2,538	+30	1,254	380	21,579	13,437	−47	194,534
Illinois	7,872	6,157	+24	2,386	1,715	27,414	10,809	−22	267,434
Michigan	5,734	4,078	+146	3,238	1,656	58,817	29,140	−34	521,207
Wisconsin	4,499	2,261	+1	1,094	2,238	23,418	8,487	−4	115,805
West North Central	21,995	11,293	−22	3,256	10,702	64,070	27,223	−14	538,646
Minnesota	3,813	2,365	−11	1,021	1,448	13,435	6,456	+24	158,538
Iowa	5,701	2,748	+36	767	2,953	12,725	5,228	−12	76,587
Missouri	2,118	1,467	+32	524	651	13,646	6,833	−28	169,712
North Dakota	3,134	2,519	−65	490	615	5,508	1,697	−57	20,748
South Dakota	1,523	532	+17	175	991	3,163	1,063	+45	30,369
Nebraska	3,257	890	+39	215	2,367	6,457	2,190	−17	32,515
Kansas	2,449	772	+57	154	1,677	9,136	3,756	+10	50,177
South Atlantic	25,834	11,240	+8	6,166	14,594	115,614	56,148	+1	709,272
Delaware	826	473	+18	334	353	2,082	645	+1	10,178
Maryland	2,087	1,267	+9	530	820	13,280	5,030	−1	55,573
District of Columbia	1,060	995	+50	403	65	4,894	2,602	+5	36,019
Virginia	5,189	2,051	+44	1,466	3,138	15,927	7,285	−9	48,374
West Virginia	2,754	1,497	+19	1,084	1,257	20,261	5,733	−8	171,918
North Carolina	5,889	2,873	+13	1,485	3,016	21,934	12,667	+6	107,931
South Carolina	2,466	729	−11	421	1,737	15,695	10,069	+22	88,716
Georgia	4,598	1,355	−37	443	3,243	16,338	8,412	−4	112,266
Florida	965	0	--------	0	965	5,203	3,705	−15	78,297
East South Central	15,484	5,880	+30	3,996	9,604	51,735	25,739	−28	429,511
Kentucky	1,563	410	+13	117	1,153	9,560	3,557	−36	99,013
Tennessee	3,685	1,579	+76	996	2,106	9,797	5,765	−11	125,123
Alabama	4,156	2,188	−3	1,751	1,968	14,641	6,754	−27	137,603
Mississippi	6,080	1,703	+67	1,132	4,377	17,737	9,663	−33	67,772
West South Central	38,709	27,464	+30	6,383	11,245	83,416	40,180	−5	381,166
Arkansas	3,029	1,787	+28	367	1,242	8,269	4,084	+33	57,357
Louisiana	2,650	1,798	+70	1,110	852	11,795	6,048	−20	100,948
Oklahoma	2,967	1,863	+246	127	1,104	10,802	4,404	−15	32,106
Texas	30,063	22,016	+22	4,779	8,047	52,550	25,644	−4	190,755
Mountain	17,331	11,050	+8	4,230	6,281	37,759	13,095	+0	164,992
Montana	3,076	1,660	−8	961	1,416	4,295	1,254	+10	29,443
Idaho	2,127	1,220	+27	227	907	7,551	2,803	+31	14,335
Wyoming	1,626	652	+38	464	974	2,353	744	0	4,710
Colorado	4,560	3,528	−11	672	1,032	8,786	2,862	+14	38,783
New Mexico	2,461	2,011	+171	789	450	4,423	1,867	−2	29,016
Arizona	1,607	994	+8	766	613	3,765	1,819	−10	26,700
Utah	1,149	586	−38	112	563	5,010	1,311	−34	18,843
Nevada	725	399	+2	239	326	1,576	435	−30	3,162
Pacific	19,791	13,837	+17	5,405	5,954	78,804	31,744	−6	396,920
Washington	1,685	1,232	+19	288	453	15,793	3,817	+4	111,510
Oregon	3,895	2,540	+8	1,477	1,355	7,599	4,063	+1	69,135
California	14,211	10,065	+20	3,640	4,146	55,412	23,864	−9	216,275
Alaska	219	130	−23	22	89	336	153	+6	[2] 766
Hawaii	578	96	−26	34	482	567	492	+4	5,140

[1] Adjusted for number of working days in months, 25 in August and 23 in September.
[2] Partially estimated.

TABLE 3.—*Operations of United States Employment Service, September 1938*—Continued

WOMEN

Division and State	Placements				Applications			Active file, Sept. 30, 1938
	Total	Private			Total	New		
		Number	Percent of change from August[1]	Regular (over 1 month)		Number	Percent of change from August[1]	
United States	87,486	86,396	+14	49,321	285,496	162,237	+2	1,679,340
New England	4,208	4,185	+7	2,768	21,440	14,294	+16	193,523
Maine	626	623	−21	533	2,054	1,064	+4	6,866
New Hampshire	397	396	−4	269	2,022	749	+41	9,133
Vermont	270	269	−13	181	792	394	+23	3,855
Massachusetts	1,080	1,076	+41	676	10,198	8,143	+49	104,041
Rhode Island	408	401	−12	231	1,852	1,324	−43	26,909
Connecticut	1,427	1,420	+19	878	4,522	2,620	−2	42,719
Middle Atlantic	13,547	13,466	+23	6,528	57,015	32,156	+8	509,151
New York	6,906	6,881	+36	3,139	28,901	13,576	+24	181,839
New Jersey	3,088	3,084	+13	1,097	8,290	3,830	+14	49,807
Pennsylvania	3,553	3,501	+11	2,292	19,824	14,750	−4	277,505
East North Central	19,630	19,355	+21	11,471	64,035	32,536	−16	302,132
Ohio	4,172	4,154	+22	2,312	13,343	6,126	−9	67,663
Indiana	3,901	3,892	+11	2,601	11,510	7,231	−30	49,579
Illinois	6,259	6,189	+24	3,098	11,636	5,569	−18	62,346
Michigan	2,619	2,604	+69	1,890	19,173	9,968	−13	96,998
Wisconsin	2,679	2,516	−1	1,570	8,373	3,642	+15	25,546
West North Central	8,025	7,863	+23	4,335	22,489	12,831	+10	131,581
Minnesota	2,426	2,404	+27	1,291	5,839	3,026	+12	43,942
Iowa	1,914	1,882	+16	932	4,391	2,532	−1	18,812
Missouri	1,457	1,454	+18	885	6,131	3,682	+6	36,253
North Dakota	690	667	+24	336	1,244	714	+43	5,796
South Dakota	360	332	+39	212	924	581	+33	7,459
Nebraska	631	584	+31	358	1,924	1,119	+18	7,587
Kansas	547	540	+33	321	2,036	1,177	+15	11,732
South Atlantic	12,605	12,431	−6	8,649	37,373	22,327	+9	202,388
Delaware	998	995	+68	686	1,296	392	−25	3,686
Maryland	940	939	+4	496	4,267	2,231	+1	14,498
District of Columbia	1,642	1,634	+19	803	3,571	1,918	+12	18,479
Virginia	1,742	1,732	−28	1,402	5,043	2,908	+6	15,460
West Virginia	1,225	1,215	+32	792	4,707	2,302	+8	27,154
North Carolina	4,602	4,564	−26	3,435	9,586	6,411	+12	42,904
South Carolina	401	367	+4	277	3,053	2,266	+8	22,925
Georgia	1,002	985	+82	758	4,416	2,635	+37	30,931
Florida	53	0	----------	0	1,434	1,264	−13	26,351
East South Central	4,120	4,051	+30	2,901	15,280	10,002	−5	100,167
Kentucky	642	638	+58	310	3,233	1,792	−0	23,114
Tennessee	1,542	1,531	+19	1,046	3,952	2,602	+36	32,667
Alabama	1,038	991	+7	811	4,729	3,156	+12	32,271
Mississippi	898	891	+74	734	3,366	2,452	−38	12,115
West South Central	12,327	12,228	+22	5,823	27,633	16,819	+5	95,419
Arkansas	858	841	+6	431	1,584	897	+36	10,047
Louisiana	1,355	1,335	+37	939	4,585	3,108	+8	24,243
Oklahoma	1,271	1,263	+46	533	2,570	1,411	+16	4,876
Texas	8,843	8,789	+19	3,920	18,894	11,403	+2	56,253
Mountain	3,997	3,920	+13	2,220	9,247	5,236	+13	31,954
Montana	299	273	+1	175	692	483	+16	5,152
Idaho	626	612	+26	383	1,327	742	+32	1,706
Wyoming	173	166	−1	88	406	220	+10	1,120
Colorado	1,171	1,161	−10	659	3,024	1,548	+8	10,098
New Mexico	596	588	+76	388	1,022	716	+2	5,869
Arizona	533	527	+50	282	1,063	605	+20	4,121
Utah	405	403	−4	137	1,363	768	+17	3,385
Nevada	194	190	+27	108	350	154	+3	503
Pacific	8,930	8,807	+4	4,586	30,770	15,848	+7	112,324
Washington	787	752	+27	463	4,753	1,619	−17	18,575
Oregon	866	857	+32	660	2,337	1,643	+7	17,922
California	7,277	7,198	−0	3,463	23,680	12,586	+11	75,827
Alaska	24	22	+69	9	39	26	+37	[2] 70
Hawaii	73	68	+10	31	175	162	+56	631

[1] Adjusted for number of working days in months, 25 in August and 23 in September.
[2] Partially estimated.

TABLE 4.—*Operations of United States Employment Service, September 1938*

VETERANS

Division and State	Placements					Applications			Active file, Sept. 30, 1938
		Private					New		
	Total	Number	Percent of change from August[1]	Regular (Over 1 month)	Public	Total	Number	Percent of change from August[1]	
United States	12,412	7,391	+13	2,533	5,021	42,489	15,288	−15	415,120
New England	602	399	+92	151	203	2,456	1,110	+5	35,747
Maine	83	27	−31	22	56	356	83	−11	1,914
New Hampshire	104	73	+49	27	31	289	62	+11	1,923
Vermont	29	15	+67	5	14	130	43	+48	802
Massachusetts	110	77	+108	34	33	1,025	656	+15	21,998
Rhode Island	73	62	+417	16	11	223	86	−16	2,929
Connecticut	203	145	+134	47	58	433	180	−14	6,181
Middle Atlantic	810	583	+12	253	227	5,025	2,257	−14	92,339
New York	303	267	+10	68	36	1,470	532	+24	20,896
New Jersey	124	96	+7	31	28	1,006	316	+3	11,759
Pennsylvania	383	220	+17	154	163	2,549	1,409	−25	59,684
East North Central	1,801	1,122	+13	457	679	9,531	3,283	−30	109,524
Ohio	382	213	+1	74	169	2,407	763	−11	31,530
Indiana	179	138	0	67	41	1,205	616	−40	13,983
Illinois	589	445	+15	123	144	1,594	533	−22	20,974
Michigan	279	179	+60	125	100	2,672	875	−46	33,723
Wisconsin	372	147	+1	68	225	1,653	496	−4	9,314
West North Central	1,745	954	−1	212	791	4,092	1,322	−20	43,960
Minnesota	296	206	+34	64	90	988	367	+34	13,436
Iowa	648	372	+7	68	276	873	238	−31	5,940
Missouri	169	117	+21	33	52	894	382	−38	14,973
North Dakota	115	85	−59	17	30	190	40	−50	1,242
South Dakota	111	34	−15	10	77	155	30	+20	2,213
Nebraska	205	68	+39	11	137	394	115	−18	2,207
Kansas	201	72	+3	9	129	598	150	−17	3,949
South Atlantic	1,421	667	+24	285	754	5,546	2,028	+6	40,636
Delaware	48	30	+67	12	18	129	32	+23	816
Maryland	143	83	+11	37	60	722	200	−7	3,548
District of Columbia	102	91	+69	27	11	458	215	+19	3,655
Virginia	337	143	+70	76	194	809	251	−4	2,668
West Virginia	188	81	−7	47	107	1,063	219	−3	8,749
North Carolina	230	126	+34	50	104	891	369	+19	4,400
South Carolina	134	38	−5	20	96	530	268	+15	4,034
Georgia	185	75	−14	16	110	629	245	+6	5,868
Florida	54	0	----	0	54	315	229	+1	6,898
East South Central	761	318	+51	192	443	2,312	845	−29	24,217
Kentucky	147	45	+41	7	102	627	111	−46	6,873
Tennessee	229	109	+137	61	120	549	262	−11	7,964
Alabama	227	103	+16	88	124	708	260	−10	7,180
Mississippi	158	61	+42	36	97	428	212	−48	2,200
West South Central	2,136	1,449	+12	369	687	4,205	1,571	−9	21,153
Arkansas	160	83	+24	19	77	399	150	+46	3,510
Louisiana	164	106	+147	63	58	556	208	−27	5,246
Oklahoma	201	141	+88	13	60	617	234	−13	2,470
Texas	1,611	1,119	0	274	492	2,633	979	−9	9,927
Mountain	1,242	691	+7	243	551	2,724	722	+4	11,628
Montana	284	156	+30	79	128	333	72	−6	2,217
Idaho	235	123	+38	25	112	532	157	+22	979
Wyoming	106	30	+20	16	76	172	49	+11	374
Colorado	258	188	−21	35	70	598	158	+17	2,762
New Mexico	64	46	+44	22	18	335	82	−8	1,819
Arizona	113	62	−14	42	51	290	130	+1	1,820
Utah	106	36	−12	5	70	337	56	−14	1,407
Nevada	76	50	+61	19	26	127	18	−36	250
Pacific	1,849	1,192	+6	367	657	6,557	2,126	−12	35,469
Washington	152	102	−14	28	50	1,426	210	+13	9,985
Oregon	292	164	−1	77	128	505	191	+11	5,233
California	1,405	926	+10	262	479	4,626	1,725	−16	20,251
Alaska	14	8	+100	3	6	26	11	+38	[2] 59
Hawaii	31	8	----	1	23	15	13	−24	388

[1] Adjusted for number of working days in months, 25 in August and 23 in September.
[2] Partially estimated.

Trend of Employment and Pay Rolls

SUMMARY OF REPORTS FOR SEPTEMBER 1938

Total Nonagricultural Employment

THERE was a marked increase in employment in September with approximately 475,000 more people employed than in August in all nonagricultural occupations, exclusive of Works Progress Administration and other Federal emergency projects. The total gain since June was about 650,000. These figures do not take account of casual workers, including approximately 113,000 cannery employees, who are not part of the normal labor supply, but are drawn into industry during the packing season.

A greater than seasonal gain of about 245,000 wage earners was estimated for manufacturing industries in September, including 17,000 hired by canneries. Factory wage disbursements were greater, by $8,100,000 per week, in September than in August.

Retail stores showed a larger than seasonal gain of 197,000 employees, wholesale firms increased their forces by nearly 13,000, anthracite and bituminous-coal mine operators hired 28,000 additional wage earners, nearly 5,000 workers were reemployed in metal mines, and smaller numbers of employees were added by telephone and telegraph companies, electric-railroad lines, hotels, insurance firms, and dyeing and cleaning firms. Steam railroads increased their forces for the fourth consecutive month.

The improvement in the employment picture was evidenced by the fact that reporting firms in 41 States and the District of Columbia showed more workers engaged in manufacturing and nonmanufacturing industries in September than in August. Among the important industrial States showing gains were Michigan, Indiana, New York, Pennsylvania, Ohio, Massachusetts, Illinois, and New Jersey.

Employment in September on work programs of the Federal Government increased on construction projects financed by P. W. A. funds, on the low-cost housing projects of the U. S. Housing Authority, on construction projects financed by regular Federal appropriations, on Federal projects under The Works Program, and on projects operated by the Works Progress Administration. Decreases in employment were reported on construction jobs financed by the Reconstruction Finance Corporation, work projects of the National Youth Administration, and for the Civilian Conservation Corps. In the regular services of the Federal Government increases occurred in the

judicial and legislative services and decreases in the executive and military services.

Industrial and Business Employment

Employment gains in September occurred in 73 of the 87 manufacturing industries surveyed by the Bureau of Labor Statistics and in 10 of the 16 nonmanufacturing industries covered. Pay-roll increases were shown by 71 of the manufacturing and 8 of the nonmanufacturing industries.

For all manufacturing industries combined the employment expansion was 3.6 percent and the pay-roll gain 5.5 percent as compared with usual August-September seasonal gains of 1.2 percent and 1.0 percent, respectively. The durable-goods group of industries showed a rise of 5.0 percent in the employment level. Activity in automobile plants, preparatory to the introduction of new models, was reflected in a 35.2-percent employment gain. Hardware and machine-tool firms showed employment gains of 10.3 percent and 6.6 percent, respectively, and steel mills added 1.2 percent to their forces. Other durable-goods industries of major importance which showed gains in September were electrical machinery, furniture, shipbuilding, sawmills, millwork, and foundries and machine shops.

Employment in the nondurable-goods group increased by 2.6 percent. The usual large seasonal employment gains were reported in the canning, cottonseed-oil, beet-sugar, confectionery, fertilizers, and millinery industries. There were also substantial additions to the personnel in clothing, silk and rayon goods, knit goods, and cotton-goods factories.

Retail stores reported 6.3 percent more employees on their rolls. This increase was larger than seasonal and was shared by such important lines of trade as apparel, general merchandising, furniture, lumber and building materials, and food. Wholesale trade showed a seasonal employment gain of 0.9 percent affecting most lines of trade. The largest increases were reported by dealers in farm products, assemblers and country buyers, and firms selling metals, dry goods and apparel, paper goods, and plumbing and heating supplies.

Anthracite mines increased their forces by 23.4 percent from the exceptionally low level of the previous month, and bituminous-coal mines had 4.2 percent more men on their rolls. Metal mines reported the second employment gain (8.6 percent) since September 1937 in response to increased demand and rising prices.

A preliminary report of the Interstate Commerce Commission indicated a gain of 2.4 percent, or 22,068, in the number of employees on class I railroads. The total number on their pay rolls in September was 961,868. Corresponding pay-roll figures for September were not available when this report was prepared. For August they amounted

to $148,793,156 as against $142,721,392 for July, an increase of 4.3 percent.

Hours and earnings.—The average hours worked per week by factory wage earners was 36.9 in September, a gain of 1.7 percent since August. The corresponding average hourly earnings were 63.2 cents or 0.1 percent higher in September than in August, while average weekly earnings stood at $23.32, a gain of 1.8 percent since August.

Of the 14 nonmanufacturing industries for which man-hour data are available, 4 showed gains in average hours worked per week and 8 showed increases in average hourly earnings. Average weekly earnings were higher for 6 of the 16 nonmanufacturing industries surveyed.

Prior to January 1938 the wording of the definition on the schedules for public utilities, wholesale and retail trade, hotels, and brokerage and insurance firms called for the inclusion of higher-salaried employees such as corporation officers, executives, and others whose duties are mainly supervisory. These employees have, for the most part, always been excluded from employment reports for other industries, and beginning with January it was requested that they be omitted also for the industries named above. For this reason the average hours worked per week, average hourly earnings, and average weekly earnings for these industries are not comparable with the figures appearing in issues of this pamphlet dated earlier than January 1938.

Employment and pay-roll indexes and average weekly earnings in September 1938 for all manufacturing industries combined, for selected nonmanufacturing industries, and for class I railroads, with percentage changes over the month and year intervals except in the few industries for which data are not available, are presented in table 1.

TABLE 1.—*Employment, Pay Rolls, and Earnings in All Manufacturing Industries Combined and in Nonmanufacturing Industries, September 1938 (Preliminary Figures)*

Industry	Employment			Pay rolls			Average weekly earnings		
	Index, September 1938	Percentage change from—		Index, September 1938	Percentage change from—		Average in September 1938	Percentage change from—	
		August 1938	September 1937		August 1938	September 1937		August 1938	September 1937
All manufacturing industries combined [1]	(1923–25 =100) 88.8	+3.6	−18.5	(1923–25 =100) 81.0	+5.5	−22.4	[2] $23.32	+1.8	−4.8
Class I steam railroads [3]	53.8	+2.4	−15.1	(4)	(4)	(4)	(4)	(4)	(4)
Coal mining:	(1929= 100)			(1929= 100)					
Anthracite [5]	46.4	+23.4	−20.2	29.4	+46.8	−14.1	20.64	+19.0	+7.6
Bituminous [5]	83.5	+4.2	−16.1	71.9	+11.9	−20.9	23.03	+7.4	−5.8
Metalliferous mining	55.8	+8.6	−33.6	46.7	+7.0	−43.2	26.58	−1.5	−14.5
Quarrying and nonmetallic mining	44.5	−.1	−18.6	38.2	−2.6	−23.8	21.62	−2.5	−6.3
Crude-petroleum producing	71.7	−1.0	−8.3	66.4	−.7	−6.8	33.56	+.3	+1.7

See footnotes at end of table.

TABLE 1.—*Employment, Pay Rolls, and Earnings in All Manufacturing Industries Combined and in Nonmanufacturing Industries, September 1938 (Preliminary Figures)*—Continued

Industry	Employment			Pay rolls			Average weekly earnings		
	Index, September 1938	Percentage change from—		Index, September 1938	Percentage change from—		Average in September 1938	Percentage change from—	
		August 1938	September 1937		August 1938	September 1937		August 1938	September 1937
	(*1929=100*)			(*1929=100*)					
Public utilities:									
Telephone and telegraph	74.8	+0.1	−6.2	92.6	+1.4	+0.3	[6] $31.05	+1.3	+6.9
Electric light and power and manufactured gas	92.5	−.2	−6.2	98.4	−.6	−5.4	[6] 33.30	−.4	+.9
Electric-railroad and motor-bus operation and maintenance	69.6	+.2	−5.6	68.6	−1.2	−4.1	[6] 31.54	−1.4	+1.6
Trade:									
Wholesale	88.4	+.9	−5.0	74.2	+.6	−5.2	[6] 29.22	−.2	−.2
Retail	85.0	+6.3	−6.3	69.7	+4.4	−6.3	[6] 20.82	−1.8	0
General merchandising	98.4	+13.9	−5.1	87.1	+10.6	−5.7	[6] 17.56	−2.9	−.6
Other than general merchandising	81.5	+4.1	−6.6	66.1	+2.8	−6.5	[6] 23.70	−1.3	+.1
Hotels (year-round) [5] [7]	91.8	+1.6	−4.1	78.8	+1.8	−4.4	[6] 14.62	+.1	−.3
Laundries [5]	96.5	−1.1	−7.3	81.4	−2.0	−5.8	17.11	−1.0	+1.6
Dyeing and cleaning [5]	107.7	+2.6	−4.5	81.7	+10.0	−4.7	20.83	+7.3	−.2
Brokerage	(4)	−1.5	−13.2	(4)	−1.6	−19.9	[6] 34.82	−.1	−7.7
Insurance	(4)	+.6	+2.8	(4)	−.8	−1.8	[6] 35.10	−1.5	−4.3
Building construction	(4)	−.4	−31.4	(4)	−.5	−32.8	29.68	−.1	−2.1

[1] Revised indexes; adjusted to 1935 Census of Manufactures. Indexes for earlier months and years given in table 3 on p. 1177.
[2] Does not include railroad repair shops.
[3] Preliminary; source—Interstate Commerce Commission.
[4] Not available.
[5] Indexes adjusted to 1935 census. Comparable series back to January 1929 presented in January 1938 issue of the pamphlet, Employment and Pay Rolls.
[6] Average weekly earnings not strictly comparable with figures published in issues of the Monthly Labor Review dated earlier than April 1938 (except for the January figures appearing in the March issue), as they now exclude corporation officers, executives, and other employees whose duties are mainly supervisory.
[7] Cash payments only; the additional value of board, room, and tips cannot be computed.

Public Employment

There was an increase of 10,000 during the month ending September 15 in the number working on P. W. A. projects, resulting from marked gains in employment on both Federal and non-Federal projects financed from P. W. A. A. 1938 funds. Of the 119,000 at work in September 19,000 were working on Federal and non-Federal projects financed from N. I. R. A. funds, 81,000 on non-Federal projects financed from E. R. A. A. 1935, 1936, and 1937 funds, and 19,000 on Federal and non-Federal projects financed with P. W. A. A. 1938 funds. Monthly pay-roll disbursements on P. W. A. projects amounted to $9,980,000.

For the first time data on employment and pay rolls for low-cost housing projects of the U. S. Housing Authority are shown. During the month ending September 15, over 400 men were working on new construction and demolition; pay rolls were $72,000. These figures pertain only to new projects under the U. S. Housing Authority and not to those formerly under the Public Works Administration.

On construction projects financed from regular Federal appropriations employment continued to increase during the month ending September 15, primarily as the result of an expansion in road work and river, harbor, and flood control projects. The only types of projects for which decreases in the number working were reported were electrification projects other than those under the Rural Electrification Administration, locks and dams, naval vessels, and miscellaneous projects. In September 264,000 men were at work on all types of projects financed from regular Federal appropriations, a gain of 11,000 during the month and of 41,000 from September 1937. Pay-roll disbursements of $27,503,000 were $3,025,000 more than in the preceding month.

During the month ending September 15 nearly 3,000 men were at work on construction projects financed by the Reconstruction Finance Corporation, slightly less than the number working during the preceding period. Pay rolls of $395,000 were also less for the month.

An important increase in employment occurred on projects operated by the Works Progress Administration, on which 3,120,000 were working in September and for which pay rolls amounted to $164,907,000. On Federal projects under The Works Program for which reports represent activity in the month ending September 15, 118,000 were working, a small increase from August. Inasmuch as the employees worked a larger number of hours, pay rolls amounted to $6,020,000 or $226,000 more than in August. Employment on work projects of the National Youth Administration decreased. Data on employment and pay rolls for Student Aid in September will not be available until next month.

In the regular services of the Federal Government increases in the number working occurred in the judicial and legislative services and small decreases occurred in the executive and military services. Of the 870,000 employees in the executive service in September, 118,000 were working in the District of Columbia and 752,000 outside the District. Force-account employees (workers who are on the Federal pay roll and are engaged on construction projects) were 10 percent of the total number of employees in the executive service. Increases in employment in September occurred in the Post Office Department, the Department of the Interior, and in the administrative offices of the P. W. A. Among those departments reporting marked decreases were the War Department and the Department of Agriculture.

Due to the end of an enlistment period the number of workers in the Civilian Conservation Corps decreased 17,000 in September. Of the 317,000 in camps in September, 279,000 were enrollees, 5,000 reserve officers, 300 nurses, 1,600 educational advisers, and 31,000 supervisory and technical employees. Pay-roll disbursements to all groups of workers totaled $14,467,000 for the month.

More than 8,000 workers were added to the pay rolls of State-financed road projects during the month ending September 15. This increase brought the total to 205,000, a gain of 12,000 from September 1937. The number working on new road construction in September was 32,000 and on maintenance 173,000. For both types of road work pay-roll disbursements were $13,951,000, a gain of $468,000 from August.

A summary of Federal employment and pay-roll disbursements for August and September is given in table 2.

TABLE 2.—*Summary of Federal Employment and Pay Rolls, September 1938* [1]
(Preliminary Figures)

Class	Employment		Percentage change	Pay rolls		Percentage change
	September	August		September	August	
Federal services:						
Executive [2]	870,031	[3] 872,521	−0.3	$131,865,390	[3] $132,221,162	−0.3
Judicial	2,170	2,075	+4.6	544,404	563,538	−3.4
Legislative	5,390	5,299	+1.7	1,235,210	1,228,571	+.5
Military	339,127	341,325	−.6	27,346,929	26,887,384	+1.7
Construction projects:						
Financed by P. W. A. [4]	118,886	108,926	+9.1	9,979,680	9,262,059	+7.7
U. S. H. A. low-cost housing	436	275	+58.5	71,947	23,742	+203.0
Financed by R. F. C. [5]	2,829	2,959	−4.4	395,189	424,674	−6.9
Financed by regular Federal appropriations	263,721	252,599	+4.4	27,503,233	24,478,120	+12.4
Federal projects under The Works Program	117,518	117,459	+.1	6,020,021	5,793,779	+3.9
Projects operated by W. P. A.	3,120,399	3,063,758	+1.8	164,906,987	162,381,189	+1.6
National Youth Administration:						
Work projects	220,756	221,307	−.2	3,927,491	3,888,640	+1
Student Aid	(6)	[3] 1,780		(6)	[3] 5,696	
Civilian Conservation Corps	317,252	334,257	−5.1	14,467,301	14,945,948	−3.2

[1] Includes data on projects financed wholly or partially from Federal funds.
[2] Includes force-account and supervisory and technical employees shown under other classifications to the extent of 118,076 employees and pay-roll disbursements of $14,469,770 for September and 115,657 employees and pay-roll disbursements of $14,327,299 for August.
[3] Revised.
[4] Data covering P. W. A. projects financed from Emergency Relief Appropriation Acts of 1935, 1936, and 1937 funds and Public Works Administration Appropriation Act of 1938 funds are included. These data are not shown under The Works Program. Includes 80,860 wage earners and $7,068,139 pay roll for September; 87,543 wage earners and $7,327,300 pay roll for August, covering Public Works Administration projects financed from Emergency Relief Appropriation Acts of 1935, 1936, and 1937 funds. Includes 18,984 wage earners and $1,197,309 pay roll for September; 3,455 and $225,539 pay roll for August, covering Public Works Administration projects financed from funds provided by the Public Works Administration Appropriation Act of 1938.
[5] Includes 241 employees and pay-roll disbursements of $20,152 for September and 197 employees and pay-roll disbursements of $13,101 for August on projects financed by the RFC Mortgage Co.
[6] Data not available.

DETAILED DATA FOR AUGUST 1938

A MONTHLY report on employment and pay rolls is published as a separate pamphlet by the Bureau of Labor Statistics. This gives detailed data regarding employment, pay rolls, working hours, and earnings for the current month for industrial and business establishments and for the various forms of public employment. This pamphlet is distributed free upon request. Its principal contents for the month of August, insofar as industrial and business employment is concerned, are reproduced in this section of the Monthly Labor Review.

Industrial and Business Employment

Monthly reports on employment and pay rolls are available for the following groups: 87 manufacturing industries; 16 nonmanufacturing industries, including private building construction; and class I steam railroads. The reports for the first two of these groups—manufacturing and nonmanufacturing—are based on sample surveys by the Bureau of Labor Statistics, and in virtually all industries the samples are large enough to be entirely representative. The figures on class I steam railroads are compiled by the Interstate Commerce Commission and are presented in the foregoing summary.

EMPLOYMENT, PAY ROLLS, HOURS, AND EARNINGS

The indexes of employment and pay rolls as well as average hours worked per week, average hourly earnings, and average weekly earnings in manufacturing and nonmanufacturing industries in August 1938 are shown in table 1. Percentage changes from July 1938 and August 1937 are also given.

For the manufacturing industries, two series of indexes are shown. One series (the new series) has been adjusted to the 1935 Census of Manufactures and the other is a continuation of the previously published indexes which have been adjusted only to the 1933 Census of Manufactures. Electric and steam railroad repair shops have been excluded from the new series in keeping with the 1937 Census of Manufactures. This eliminates the duplication that has resulted heretofore, as steam railroad repair shop figures have always been included in the summaries released by the Interstate Commerce Commission. The percentage changes over the month and year intervals relate to the new series of indexes.

The average hours worked per week, average hourly earnings, and average weekly earnings for all manufacturing industries combined now relate to 87 industries, instead of 89 as heretofore, because of the exclusion of railroad repair shops. This exclusion also affects the averages for the durable-goods group because these industries were

classified in that group. The average hours and hourly earnings for the 87 manufacturing industries combined, and for the manufacturing groups are weighted on the basis of estimated employment for the separate industries. As these estimates have been affected by the revision of the indexes, it follows that the weighted averages for August differ from the averages that would result if the former estimates of employment were used as weights. Revised averages for earlier months will be computed and made available in the near future.

The indexes and averages for the iron and steel group and the nonferrous metal products group have been affected by the transfer of the stamped and enameled ware industry from the latter group to the former group. The indexes, hours, and hourly earnings for the knit goods industry have been affected by the fact that they are now weighted on the basis of four subdivisions (hosiery, knitted outerwear, knitted underwear, and knitted cloth) for which separate figures are now given. Tractor manufacturing establishments have been transferred from the engine-turbine-water-wheel-windmill industry to the agricultural implements industry, thereby affecting the figures for both industries.

The revised series of employment and pay-roll indexes, as well as average hours worked per week, average hourly earnings, and average weekly earnings for June, July, and August 1938, where available, are presented in table 2. The June and July averages, where given, may differ in some instances from those previously published, not only because of the foregoing, but also because of revisions necessitated by the inclusion of late reports and other causes.

The average weekly earnings shown in tables 1 and 2 are computed by dividing the total weekly pay rolls in the reporting establishments by the total number of full- and part-time employees reported. As all reporting establishments do not supply man-hour data, average hours worked per week and average hourly earnings are necessarily based on data supplied by a smaller number of reporting firms. The size and composition of the reporting sample varies slightly from month to month and therefore the average hours per week, average hourly earnings, and average weekly earnings shown in tables 1 and 2 are not strictly comparable from month to month, even after revisions. The sample, however, is believed to be sufficiently adequate in virtually all instances to indicate the general movements of earnings and hours over the period shown. The changes from the preceding month, expressed as percentages, are based on identical lists of firms for the 2 months, but the changes from August 1937 are computed from chain indexes based on the month-to-month percentage changes.

TABLE 1.—*Employment, Pay Rolls, Hours, and Earnings in Manufacturing and Nonmanufacturing Industries, August 1938*

TABLE 1.—*Employment, Pay Rolls, Hours, and Earnings in Manufacturing and Nonmanufacturing Industries, August 1938*

MANUFACTURING

[Indexes are based on 3-year average, 1923–25=100. New series adjusted to 1935 Census of Manufactures and not comparable to indexes published in earlier issues of Review (except for August figures in October issue) which included railroad repair shops. Comparable series available upon request]

Industry	Employment				Pay rolls				Average weekly earnings [1]			Average hours worked per week [1]		Average hourly earnings [1]	
	Indexes, August 1938		Percentage change from—		Indexes, August 1938		Percentage change from—		August 1938	Percentage change from—		August 1938	Percentage change from July 1938	August 1938	Percentage change from July 1938
	Old series	New series	July 1938	August 1937	Old series	New series	July 1938	August 1937		July 1938	August 1937				
														Cents	
All manufacturing industries	**79.6**	**85.7**	**+4.6**	**−21.4**	**72.6**	**76.8**	**+8.8**	**−29.0**	**$22.84**	**+3.9**	**−9.7**	**36.3**	**+4.3**	**62.9**	**−0.8**
Durable goods	65.4	71.8	+2.1	−32.9	59.8	63.5	+8.4	−42.5	24.87	+6.0	−14.4	35.4	+6.6	70.2	−.3
Nondurable goods	94.8	99.0	+6.6	−10.9	88.8	91.6	+8.9	−13.3	21.25	+2.2	−2.7	36.9	+2.7	57.8	−.8
Durable goods															
Iron and steel and their products, not including machinery	**74.8**	**79.4**	**+3.5**	**−31.4**	**63.4**	**65.3**	**+13.8**	**−46.7**	**24.12**	**+9.9**	**−22.3**	**32.4**	**+9.2**	**75.3**	**−.1**
Blast furnaces, steel works, and rolling mills	80.5	84.0	+2.0	−33.7	66.1	65.3	+15.0	−53.4	24.70	+12.7	−29.9	29.6	+12.0	83.5	+(2)
Bolts, nuts, washers, and rivets	59.5	78.2	+1.3	−31.5	56.4	65.9	+12.7	−44.2	21.63	+11.3	−18.3	31.0	+11.2	69.8	+.2
Cast-iron pipe	56.9	63.0	+2.2	−15.8	43.0	53.6	+2.0	−19.5	20.19	−.1	−4.2	34.1	−.1	58.7	−.3
Cutlery (not including silver and plated cutlery) and edge tools	69.8	74.5	+16.7	−21.6	57.4	60.9	+16.9	−32.5	20.63	+.2	−13.9	34.5	+2.6	61.0	−2.2
Forgings, iron and steel	42.1	41.5	+7.7	−41.1	33.5	34.5	+19.4	−49.7	24.48	+11.0	−14.6	33.0	+12.0	74.1	−.9
Hardware	57.1	60.6	+7.3	−36.4	58.4	57.6	+19.4	−43.7	23.06	+11.2	−11.5	35.2	+10.9	65.7	+.5
Plumbers' supplies	81.1	73.1	+.7	−13.4	57.8	58.0	+4.2	−24.9	22.52	+3.4	−12.8	34.1	+3.3	66.0	+.2
Stamped and enameled ware	98.0	114.1	+8.6	−31.0	93.5	109.9	+19.5	−35.2	23.13	+10.0	−6.8	37.0	+9.3	62.7	+1.6
Steam and hot-water heating apparatus and steam fittings	60.4	69.0	+2.7	−20.9	50.4	55.5	+7.8	−29.6	24.27	+4.9	−10.9	35.2	+5.6	69.2	−.2
Stoves	79.3	76.0	+11.4	−29.6	64.7	61.5	+18.1	−33.3	23.95	+6.1	−5.2	36.0	+4.7	66.6	+.9
Structural and ornamental metalwork	57.7	59.8	+1.3	−29.2	55.3	51.2	+4.8	−34.7	26.94	+3.5	−7.9	36.9	+3.1	73.1	+.2
Tin cans and other tinware	101.6	99.5	+8.9	−16.8	109.6	107.0	+13.3	−17.8	23.40	+4.1	−1.4	39.2	+2.8	59.7	+1.3
Tools (not including edge tools, machine tools, files, and saws)	72.1	71.9	+3.2	−28.2	67.4	63.0	+9.3	−36.8	21.64	+6.0	−12.0	35.2	+7.3	61.3	−1.0
Wirework	95.2	106.2	−3.1	−43.4	85.7	99.8	+9.0	−45.1	22.64	+12.5	−5.1	34.0	+10.7	66.7	+1.6

See footnotes at end of table.

TABLE 1.—*Employment, Pay Rolls, Hours, and Earnings in Manufacturing and Nonmanufacturing Industries, August 1938*—Continued

MANUFACTURING—Continued

Industry	Employment				Pay rolls				Average weekly earnings [1]			Average hours worked per week [1]		Average hourly earnings [1]	
	Indexes, August 1938		Percentage change from—		Indexes, August 1938		Percentage change from—		August 1938	Percentage change from—		August 1938	Percentage change from July 1938	August 1938	Percentage change from July 1938
	Old series	New series	July 1938	August 1937	Old series	New series	July 1938	August 1937		July 1938	August 1937				
Durable goods—Continued															
Machinery, not including transportation equipment	84.0	84.1	+1.4	−35.3	76.1	76.0	+4.4	−44.2	$25.03	+3.0	−13.7	34.6	+3.3	Cents 72.0	−0.5
Agricultural implements (including tractors)	89.3	99.3	−1.0	−42.9	95.3	94.8	−3.4	−51.9	26.29	−2.5	[2]	34.4	−.5	76.7	−1.6
Cash registers, adding machines, and calculating machines	120.4	135.0	−1.7	−12.0	115.8	120.5	−2.1	−18.8	28.82	−.4	−7.3	35.7	−.2	81.6	−.2
Electrical machinery, apparatus, and supplies	74.0	74.0	+1.5	−38.9	68.4	67.7	+5.6	−46.1	25.28	+4.1	−11.7	34.2	+4.7	73.8	−.5
Engines, turbines, water wheels, and windmills	93.6	82.7	+.7	−22.7	88.8	90.4	+4.7	−24.8	28.13	+4.0	[2]	35.9	+3.9	78.7	+.2
Foundry and machine-shop products	75.5	77.1	+1.8	−32.9	67.0	67.0	+5.1	−43.6	24.77	+3.3	−16.9	34.8	+3.4	70.9	−.2
Machine tools	100.7	107.1	−3.2	−34.8	84.8	97.4	+3.4	−47.1	25.86	+6.7	−18.7	35.4	+6.3	73.2	+.4
Radios and phonographs	100.5	88.9	+8.9	−50.6	79.1	75.5	+4.2	−55.0	21.20	−4.3	−8.8	35.7	−1.8	59.5	−2.6
Textile machinery and parts	60.0	57.9	+7.0	−30.3	51.2	50.6	+10.9	−43.3	22.78	+3.6	−17.0	33.9	+2.2	67.3	+1.5
Typewriters and parts	115.0	117.7	+1.9	−24.7	83.8	97.9	+7.0	−38.5	19.97	+5.0	−22.9	31.0	+5.9	64.3	−.8
Transportation equipment	51.1	51.3	−7.6	−54.0	49.5	49.1	−3.5	−55.8	30.94	+4.4	−3.9	35.3	+4.4	88.3	−.1
Aircraft	667.0	758.7	−4.5	−18.9	611.5	712.8	−3.2	−16.5	29.10	+1.4	−.8	39.8	+1.2	74.1	+.3
Automobiles	48.5	48.4	−8.8	−59.3	45.5	46.1	−2.4	−60.4	32.03	+7.1	−3.4	34.8	+6.9	92.4	+.2
Cars, electric- and steam-railroad	26.9	23.9	+5.0	−63.0	28.1	21.8	+7.9	−67.8	25.15	+2.7	−13.2	34.7	+4.6	72.6	−2.2
Locomotives	21.9	18.0	−10.9	−65.3	13.2	13.1	−15.0	−75.0	23.37	−4.7	−28.0	31.1	−3.1	75.2	−1.6
Shipbuilding	84.4	89.1	−7.0	−17.6	95.2	90.0	−9.9	−20.8	29.99	−3.1	−2.9	35.9	−2.9	83.6	+.4
Nonferrous metals and their products	82.3	83.0	+4.9	−25.1	72.9	74.1	+10.6	−32.0	24.14	+5.4	−9.2	36.2	+5.7	66.6	−.2
Aluminum manufactures	96.7	128.5	+5.3	−27.0	97.6	125.8	+12.8	−30.8	24.89	+7.1	−5.2	36.9	+8.2	67.5	−1.0
Brass, bronze, and copper products	85.1	89.0	+3.3	−27.1	77.4	83.4	+7.1	−33.7	25.63	+3.6	−8.9	35.9	+3.4	71.5	+.1
Clocks and watches and time-recording devices	89.6	77.7	+5.6	−28.1	74.0	70.3	+17.9	−39.0	19.11	+11.7	−16.2	33.0	+11.8	57.8	−.1
Jewelry	84.7	86.7	+9.4	−11.7	62.3	70.1	+14.5	−15.6	22.70	+4.7	−4.9	38.6	+6.4	57.7	−1.3
Lighting equipment	63.5	67.9	+8.1	−30.4	57.1	57.8	+16.6	−34.0	23.83	+7.9	−6.0	35.0	+7.8	68.1	−.1
Silverware and plated ware	66.7	57.5	+13.4	−12.5	56.5	48.5	+27.3	−20.9	23.13	+12.3	−10.9	35.9	+12.6	64.6	+.2
Smelting and refining—copper, lead, and zinc	66.9	63.1	−.5	−27.4	58.4	57.9	+1.9	−36.8	25.72	+2.4	−13.1	37.6	+1.5	68.4	+.9
Lumber and allied products	57.3	64.0	+5.4	−21.7	54.6	58.1	+19.3	−23.7	21.02	+13.2	−2.5	40.5	+10.9	52.3	+2.4
	80.2	76.0	+6.8	−22.4	58.8	62.5	+21.8	−25.2	20.43	+14.1	−4.1	39.3	+14.7	52.2	−.3

Lumber and allied products	57.3	64.0	+5.4	−21.7	54.6	58.1	+19.3	−23.7	21.02	+13.2	−2.5	40.5	+10.9	52.3	+2.4
Furniture	69.2	76.0	+6.8	−22.4	58.8	62.5	+21.8	−25.2	20.43	+14.1	−4.1	39.3	+14.7	52.2	−.3
Lumber:															
Millwork	48.0	52.8	+3.8	−16.0	48.2	45.6	+9.6	−14.3	22.79	+5.5	+2.4	41.8	+5.9	54.6	−.1
Sawmills	43.5	52.4	+5.3	−22.3	42.2	50.2	+20.9	−24.9	20.90	+14.8	−3.5	40.9	+10.3	51.9	+4.5
Stone, clay, and glass products	**57.5**	**66.3**	**+2.6**	**−19.9**	**51.5**	**56.5**	**+6.4**	**−27.5**	**22.77**	**+3.6**	**−9.5**	**35.9**	**+3.4**	**63.4**	**+.3**
Brick, tile, and terra cotta	41.1	49.9	+2.2	−20.8	33.6	37.2	+5.2	−28.6	19.56	+2.9	−8.0	38.3	+3.1	51.1	+.3
Cement	65.1	69.9	−.7	−7.5	66.1	65.4	−.9	−14.2	26.06	−.3	−7.8	37.8	−.2	69.0	−(1)
Glass	78.7	78.7	+5.3	−28.1	78.5	78.6	+13.6	−35.2	23.95	+7.9	−9.1	33.6	+6.6	71.2	+1.2
Marble, granite, slate, and other products	37.2	43.3	−1.6	−16.9	31.0	32.0	−4.5	−23.5	24.37	−2.9	−6.7	35.7	−1.9	67.7	−2.1
Pottery	67.6	72.3	+3.9	−10.7	52.0	58.7	+10.5	−19.7	20.40	+6.4	−10.0	34.4	+6.3	62.9	−.1
Nondurable goods															
Textiles and their products	**89.9**	**95.1**	**+9.8**	**−12.4**	**77.1**	**80.0**	**+20.1**	**−16.0**	**16.84**	**+9.4**	**−4.1**	**34.7**	**+6.4**	**48.9**	**+1.5**
Fabrics	83.9	85.2	+6.0	−13.8	74.0	73.3	+11.6	−17.5	16.50	+5.3	−4.4	36.1	+6.3	46.4	−.9
Carpets and rugs	65.0	68.1	+8.4	−31.9	55.5	53.6	+20.1	−38.1	21.01	+10.8	−11.9	34.0	+11.4	61.9	−.5
Cotton goods	86.5	81.3	+4.0	−15.5	75.7	68.4	+7.4	−22.9	13.67	+3.2	−9.2	35.6	+5.1	38.3	−2.0
Cotton small wares	79.2	71.8	+6.0	−17.8	74.7	64.9	+10.3	−17.7	17.09	+4.0	−.1	36.7	+2.7	46.6	−.2
Dyeing and finishing textiles	101.6	101.8	+5.0	−7.1	87.4	87.5	+11.7	−6.8	20.69	+6.4	+.3	38.3	+7.7	53.7	−1.2
Hats, fur-felt	79.5	88.1	+10.4	−10.1	73.3	87.2	+16.4	−15.3	25.21	+5.5	−6.1	35.3	+4.8	73.1	+3.0
Knit goods	104.5	109.3	+4.5	−9.5	107.2	111.8	+13.8	−9.8	17.87	+8.9	−.3	35.9	+9.0	51.5	+.1
Hosiery	(2)	138.3	+4.0	−4.7	(2)	154.4	+15.1	−4.6	19.38	+10.6	−(2)	35.7	+11.2	55.5	+.3
Knitted outerwear	(2)	74.4	+7.5	−13.7	(2)	65.2	+14.9	−17.6	16.89	+6.9	−4.3	37.1	+4.1	44.6	+1.1
Knitted underwear	(2)	68.4	+2.6	−19.8	(2)	57.7	+6.5	−22.6	14.12	+3.7	−3.5	34.1	+5.5	41.6	−1.2
Knitted cloth	(2)	150.3	+9.5	−21.3	(2)	126.1	+13.1	−20.3	18.91	+3.3	+1.3	40.4	+4.1	47.0	−1.2
Silk and rayon goods	61.3	61.3	+11.4	−23.6	50.6	50.2	+18.8	−23.0	16.22	+6.7	+.8	36.7	+9.0	43.8	−1.8
Woolen and worsted goods	71.7	75.1	+9.7	−8.4	59.5	62.1	+11.8	−13.1	19.21	+1.9	−5.1	36.4	+3.0	52.9	−1.0
Wearing apparel	101.6	116.3	+17.6	−9.7	79.8	90.5	+37.1	−13.1	17.70	+16.6	−3.8	32.5	+7.6	53.1	+4.5
Clothing, men's	96.2	104.3	+16.1	−13.3	74.6	74.6	+30.1	−18.7	18.45	+12.1	−6.3	31.2	+9.5	59.0	+1.0
Clothing, women's	133.0	165.9	+23.2	−9.0	103.1	128.1	+49.0	−9.7	20.23	+20.8	−1.2	32.9	+5.3	54.8	+8.8
Corsets and allied garments	83.6	94.7	+1.6	−5.1	76.4	85.8	+4.0	−6.3	15.27	+2.3	−1.2	33.3	+4.5	46.0	−1.5
Men's furnishings	115.4	127.2	+5.5	−9.5	90.4	109.5	+16.5	−12.9	13.46	+10.4	−2.3	33.8	+5.0	36.0	+3.0
Millinery	48.7	68.2	+36.8	−7.3	37.6	59.6	+63.6	−8.9	21.98	+19.7	+1.2	34.3	+11.0	62.3	+3.2
Shirts and collars	110.6	117.3	+9.1	−3.0	90.1	93.4	+20.1	−11.2	12.17	+10.1	−7.8	33.9	+10.5	36.4	−1.4
Leather and its manufactures	**88.8**	**92.6**	**+3.7**	**−8.1**	**73.3**	**76.9**	**+10.8**	**−12.2**	**19.76**	**+6.8**	**−4.5**	**38.4**	**+6.6**	**51.6**	**+.3**
Boots and shoes	92.6	94.6	+3.5	−6.3	70.5	75.1	+12.0	−10.3	18.85	+8.3	−4.7	38.4	+7.2	49.3	+.4
Leather	78.9	77.0	+4.3	−16.1	85.3	77.5	+7.6	−17.8	24.15	+3.1	−2.2	38.7	+3.6	62.7	−.3
Food and kindred products	**125.4**	**138.3**	**+7.5**	**−6.4**	**121.1**	**131.1**	**+2.0**	**−7.3**	**23.17**	**−5.1**	**−1.0**	**39.7**	**−3.3**	**58.6**	**−2.2**
Baking	132.5	144.5	−.4	−2.1	128.4	139.8	−2.1	−3.0	25.33	−1.7	−.9	41.6	−1.5	61.5	+(2)
Beverages	219.5	260.0	+.1	−5.2	258.1	322.0	−.3	−6.1	34.51	−.4	−.9	40.8	−.6	85.2	+.3
Butter	90.4	110.2	−.6	−3.5	75.0	94.4	−1.5	−3.3	22.84	−.9	+.6	48.1	−.5	47.3	−.4
Canning and preserving	243.9	251.2	+40.7	−16.2	216.7	203.8	+29.7	−26.1	14.67	−7.8	−16.0	35.1	−6.8	42.9	+(2)
Confectionery	69.2	71.6	+6.1	−5.5	68.6	69.3	+10.0	−8.7	18.03	+3.7	−3.5	37.0	+5.4	49.0	−1.4
Flour	75.5	78.1	+.2	−2.5	77.6	78.9	−.6	−3.1	26.53	−.9	−.7	44.7	−1.6	58.9	+.7
Ice cream	84.4	93.0	−1.7	−5.9	80.4	80.3	−.4	−4.8	28.92	+1.3	+1.5	48.3	+.8	59.8	+.9
Slaughtering and meat packing	85.4	94.2	−.5	−1.7	95.7	104.8	−2.8	−1.0	27.93	−2.3	+.7	40.6	−2.5	68.9	+.3
Sugar, beet	64.6	74.7	+40.3	−6.4	64.4	67.7	+27.5	−12.3	23.33	−9.1	−4.8	36.2	−1.2	64.6	−9.9
Sugar refining, cane	75.7	90.1	+2.4	−1.8	71.0	80.1	−1.5	−13.1	23.90	−3.7	−11.1	38.8	−6.8	61.6	+2.9

See footnotes at end of table.

TABLE 1.—*Employment, Pay Rolls, Hours, and Earnings in Manufacturing and Nonmanufacturing Industries, August 1938*—Continued

MANUFACTURING—Continued

Industry	Employment				Pay rolls				Average weekly earnings [1]			Average hours worked per week [1]		Average hourly earnings [1]	
	Indexes, August 1938		Percentage change from—		Indexes, August 1938		Percentage change from—		August 1938	Percentage change from—		August 1938	Percentage change from July 1938	August 1938	Percentage change from July 1938
	Old series	New series	July 1938	August 1937	Old series	New series	July 1938	August 1937		July 1938	August 1937				
Nondurable goods—Continued														*Cents*	
Tobacco manufactures	**60.0**	**64.4**	**+4.7**	**−2.9**	**54.8**	**59.1**	**+3.5**	**−4.8**	**$16.81**	**−1.1**	**−2.0**	**36.7**	**−1.2**	**46.2**	**+0.4**
Chewing and smoking tobacco and snuff	55.1	60.5	+1.1	−1.0	64.7	66.8	−2.9	−2.3	17.28	−3.9	−1.3	34.3	−3.2	50.7	−.8
Cigars and cigarettes	60.5	64.9	+5.3	−3.2	53.6	58.1	+4.7	−5.0	16.71	−.6	−1.2	37.0	−1.0	45.6	+.6
Paper and printing	**97.9**	**102.7**	**+1.2**	**−7.8**	**93.3**	**98.0**	**+2.2**	**−8.8**	**27.48**	**+1.0**	**−1.1**	**37.7**	**+2.0**	**76.0**	**−.8**
Boxes, paper	91.1	94.8	+2.6	−11.2	92.4	97.3	+4.6	−10.0	20.90	+2.0	+1.1	38.9	+3.3	54.2	−1.0
Paper and pulp	105.4	102.8	+1.2	−11.5	103.4	101.9	+5.2	−16.5	24.26	+3.9	−5.6	39.4	+4.1	61.7	−.2
Printing and publishing:															
Book and job	90.0	99.0	+1.3	−7.2	82.3	86.2	+1.3	−8.1	29.01	+([2])	−1.1	37.1	+.7	79.3	−1.1
Newspapers and periodicals	100.1	102.5	+.3	−2.9	96.8	101.1	−([2])	−2.6	36.25	−.4	+.3	36.1	+.6	97.1	−.6
Chemicals and allied products, and petroleum refining	**106.8**	**108.1**	**+3.0**	**−14.2**	**119.1**	**116.9**	**+5.2**	**−15.4**	**29.04**	**+2.2**	**−1.5**	**38.1**	**+3.2**	**76.3**	**−1.3**
Petroleum refining	118.3	121.9	+.1	−7.7	137.0	138.1	+2.1	−8.9	35.25	+2.0	−1.4	36.0	+2.4	98.6	−.3
Other than petroleum refining	104.0	104.8	+3.8	−15.9	113.5	110.3	+6.4	−17.7	26.17	+2.4	−2.2	39.0	+3.5	67.2	−1.4
Chemicals	108.3	110.3	+2.3	−21.0	120.1	121.0	+5.7	−23.1	30.39	+3.3	−2.6	38.8	+3.8	78.5	−.4
Cottonseed—oil, cake, and meal	56.7	68.4	+15.3	+6.0	51.0	57.0	+11.4	+9.6	12.83	−3.4	+2.0	46.8	−2.7	26.8	−.4
Druggists' preparations	104.5	108.3	+1.1	−6.6	118.3	116.8	+4.9	−4.8	24.52	+3.8	+2.9	39.3	+4.8	58.9	−3.2
Explosives	86.7	81.9	+1.7	−9.4	96.2	93.1	+4.2	−10.7	31.26	+2.4	−.8	38.6	+5.3	80.9	−2.7
Fertilizers	62.0	68.7	+7.4	−15.5	66.0	64.8	+2.8	−17.0	17.46	−4.3	−1.5	37.2	−1.9	47.0	−2.4
Paints and varnishes	114.3	110.6	−.2	−13.9	113.7	111.2	+.2	−16.3	27.39	+.4	−2.4	39.2	+1.1	70.0	−.7
Rayon and allied products	314.8	293.9	+8.6	−22.0	308.1	289.0	+15.8	−23.1	24.16	+6.6	−1.5	37.8	+7.5	63.9	−.8
Soap	97.9	90.7	+3.5	−3.6	113.7	91.2	+4.7	−3.0	28.64	+1.2	+.6	39.0	+1.3	73.5	−.1
Rubber products	**72.2**	**72.5**	**+5.5**	**−25.5**	**69.0**	**69.5**	**+8.4**	**−28.5**	**25.39**	**+2.8**	**−4.0**	**33.9**	**+5.0**	**76.0**	**−1.8**
Rubber boots and shoes	52.2	54.1	+27.8	−30.4	44.9	50.9	+38.6	−36.9	21.54	+8.5	−9.3	35.8	+7.5	60.2	+.9
Rubber tires and inner tubes	62.4	60.6	−.1	−28.8	61.6	60.6	+1.0	−31.0	28.73	+1.1	−2.8	30.3	+1.6	94.1	−.9
Rubber goods, other	109.4	113.2	+6.2	−19.0	106.9	107.7	+13.4	−20.3	22.34	+6.8	−1.6	37.7	+6.9	59.7	−.5

NONMANUFACTURING

NONMANUFACTURING

[Indexes are based on 12-month average, 1929=100]

Industry	Employment			Pay rolls			Average weekly earnings [1]			Average hours worked per week [1]			Average hourly earnings [1]		
	Index, August 1938	Percentage change from—		Index, August 1938	Percentage change from—		August 1938	Percentage change from—		August 1938	Percentage change from—		August 1938	Percentage change from—	
		July 1938	August 1937		July 1938	August 1937		July 1938	August 1937		July 1938	August 1937		July 1938	August 1937
													Cents		
Coal mining:															
Anthracite [6]	37.6	−15.7	−24.3	20.0	−0.8	−32.2	$17.35	+17.5	−10.5	18.6	+28.9	−15.3	90.8	−2.6	−1.1
Bituminous [6]	80.1	+2.1	−17.7	64.2	+13.2	−25.6	21.38	+10.8	−9.6	23.6	+16.5	−11.5	88.8	+.2	−1.0
Metalliferous mining	51.4	+3.6	−38.4	43.7	+14.8	−47.4	26.62	+10.9	−14.7	39.5	+9.4	−9.4	67.7	+1.5	−5.4
Quarrying and nonmetallic mining	44.6	+1.1	−18.9	39.2	+6.1	−26.3	22.17	+4.9	−9.1	41.2	+4.0	−9.2	53.7	+.8	−.1
Crude-petroleum producing	72.4	+.1	−8.6	66.8	+.1	−5.6	34.11	+ [2]	+3.3	40.5	+1.3	+2.7	82.9	−1.6	−.1
Public utilities:															
Telephone and telegraph [7]	74.8	−.2	−6.3	91.3	+.5	−.9	30.25	+.7	+5.8	38.6	+.5	−.1	81.3	− [1]	+4.7
Electric light and power and manufactured gas [7]	92.7	+.4	−5.8	98.9	+.7	−3.6	33.54	+.2	+2.3	40.4	+2.4	+1.7	83.4	−1.7	+.7
Electric-railroad and motorbus operation and maintenance [7]	69.5	−.9	−5.4	69.5	+.7	−5.0	32.73	+1.7	+.4	45.3	+1.8	−4.5	71.4	+.1	+5.4
Trade:															
Wholesale [7]	87.6	+1.0	−4.5	73.7	+.2	−6.7	29.35	−.8	−2.3	42.3	+1.0	−2.3	70.0	−1.5	−.9
Retail [7]	80.0	−1.4	−7.2	66.8	−2.0	−7.6	21.38	−.6	−.5	42.7	+.2	−1.3	54.5	−.8	+2.4
General merchandising [7]	86.4	−1.7	−7.9	78.8	−2.1	−8.1	18.12	−.3	+ [2]	38.7	−.1	+1.1	49.6	−.1	−.9
Other than general merchandising [7]	78.3	−1.3	−7.0	64.3	−1.9	−7.4	23.98	−.6	−.5	43.8	+.2	−1.9	56.0	−1.0	+3.1
Hotels (year-round) [6 7 8]	90.4	−.3	−4.2	77.4	+ [2]	−3.9	14.64	+.3	+.3	47.1	+.6	−2.8	30.7	−.4	+1.5
Laundries [6]	97.5	−.3	−6.8	83.1	+.2	−5.6	17.36	+.5	+1.3	42.5	+.5	−2.6	41.1	−.3	+4.1
Dyeing and cleaning [6]	105.0	−3.3	−4.8	74.3	−4.2	−8.7	19.47	−1.0	−4.0	42.0	+.2	−4.1	46.8	−1.6	+1.1
Brokerage [7]	(5)	+1.0	−13.7	(5)	+.4	−20.7	34.71	−.5	−8.2	(5)	(5)	(5)	(5)	(5)	(5)
Insurance [7]	(5)	+ [2]	+2.0	(5)	−2.5	−3.3	35.70	−2.5	−5.2	(5)	(5)	(5)	(5)	(5)	(5)
Building construction	(5)	+2.6	−31.6	(5)	+3.6	−34.0	29.69	+.9	−3.5	32.9	−.4	−6.0	90.3	+1.3	+1.9

[1] Average weekly earnings are computed from figures furnished by all reporting establishments. Average hours and average hourly earnings are computed from data supplied by a smaller number of establishments as all reporting firms do not furnish man-hours. The figures are not strictly comparable from month to month because of changes in the size and composition of the reporting sample. Hours and earnings for all manufacturing industries combined now relate to 87 industries instead of 89 as heretofore because of exclusion of railroad repair shops. Figures for durable-goods groups are also affected. See text in section headed "Employment, pay rolls, hours, and earnings."

[2] Less than 1/10 of 1 percent.

[3] Not yet computed.

[4] Weighted.

[5] Not available.

[6] Indexes adjusted to 1935 census. Comparable series back to January 1929 presented in January 1938 issue of the pamphlet, Employment and Pay Rolls.

[7] Average weekly earnings, hourly earnings, and hours not strictly comparable with figures published in pamphlets prior to January 1938 as they now exclude corporation officers, executives, and other employees whose duties are mainly supervisory.

[8] Cash payments only; the additional value of board, room, and tips cannot be computed.

Table 2.—*Employment, Pay Rolls, Hours, and Earnings in Manufacturing and Nonmanufacturing Industries*

MANUFACTURING

[Indexes are based on 3-year average, 1923–25=100, and are adjusted to 1935 Census of Manufactures. Not comparable to indexes published in earlier issues of Review (except for August figures in October issue). Comparable series available upon request]

Industry	Employment index			Pay-roll index			Average weekly earnings [1]			Average hours worked per week [1]			Average hourly earnings [1]		
	August 1938	July 1938	June 1938	August 1938	July 1938	June 1938	August 1938	July 1938	June 1938	August 1938	July 1938	June 1938	August 1938	July 1938	June 1938
													Cents	*Cents*	*Cents*
All manufacturing industries	**85.7**	**81.9**	**81.6**	**76.8**	**70.6**	**70.8**	**$22.84**	**$22.04**	([2])	**36.3**	**34.7**	([2])	**62.9**	**63.5**	([2])
Durable goods	**71.8**	**70.3**	**72.4**	**63.5**	**58.6**	**61.7**	**24.87**	**23.50**	([2])	**35.4**	**33.2**	([2])	**70.2**	**70.4**	([2])
Nondurable goods	**99.0**	**92.9**	**90.3**	**91.6**	**84.1**	**80.9**	**21.25**	**20.83**	**$20.52**	**36.9**	**35.9**	([2])	**57.8**	**58.3**	([2])
Durable goods															
Iron and steel and their products, not including machinery	**79.4**	**76.7**	**77.8**	**65.3**	**57.4**	**59.1**	**24.12**	**21.91**	([2])	**32.4**	**29.7**	([2])	**75.3**	**75.3**	([2])
Blast furnaces, steel works, and rolling mills	84.0	82.4	82.3	65.3	56.8	58.1	24.70	21.43	22.21	29.6	25.8	26.5	83.5	83.6	84.1
Bolts, nuts, washers, and rivets	78.2	77.2	77.3	65.9	58.5	61.1	21.63	19.37	20.16	31.0	27.3	28.3	69.8	70.9	71.1
Cast-iron pipe	63.0	61.7	63.5	53.6	52.5	51.1	20.19	20.24	19.11	34.1	34.1	32.7	58.7	59.0	57.6
Cutlery (not including silver and plated cutlery) and edge tools	74.5	63.9	75.4	60.9	52.1	61.5	20.63	20.59	20.51	34.5	33.6	33.6	61.0	62.5	62.8
Forgings, iron and steel	41.5	38.5	40.2	34.5	28.9	29.3	24.48	22.06	21.36	33.0	29.5	28.9	74.1	74.8	73.8
Hardware	60.6	56.5	61.3	57.6	48.3	52.4	23.06	20.77	20.77	35.2	31.8	31.8	65.7	65.2	65.3
Plumbers' supplies	73.1	72.5	72.5	58.0	55.7	57.6	22.52	21.83	22.55	34.1	32.9	34.1	66.0	66.2	66.0
Stamped and enameled ware	114.1	105.1	112.5	109.9	92.0	99.7	23.13	21.14	21.35	37.0	34.0	33.8	62.7	61.8	62.7
Steam and hot-water heating apparatus and steam fittings	69.0	67.1	64.9	55.5	51.5	51.0	24.27	23.18	23.79	35.2	32.9	34.1	69.2	70.3	69.8
Stoves	76.0	68.2	71.4	61.5	52.0	55.4	23.95	22.51	22.95	36.0	34.4	34.9	66.6	66.1	66.4
Structural and ornamental metalwork	59.8	59.1	58.3	51.2	48.8	46.7	26.94	25.95	25.26	36.9	35.8	34.7	73.1	72.5	72.8
Tin cans and other tinware	99.5	91.4	88.9	107.0	94.4	92.6	23.40	22.29	22.54	39.2	37.8	37.7	59.7	59.0	59.8
Tools (not including edge tools, machine tools, files, and saws)	71.9	69.7	73.0	63.0	57.6	60.9	21.64	20.40	20.71	35.2	32.8	33.4	61.3	61.0	61.7
Wirework	106.2	109.6	115.5	99.8	91.6	99.8	22.64	19.87	20.59	34.0	30.6	31.3	66.7	65.1	65.8
Machinery, not including transportation equipment	**84.1**	**82.9**	**86.1**	**76.0**	**72.8**	**76.4**	**25.03**	**24.34**	**24.68**	**34.6**	**33.5**	([2])	**72.0**	**72.4**	([2])
Agricultural implements (including tractors)	99.3	100.2	125.2	94.8	98.2	124.1	26.29	[3] 27.13	[3] 27.36	34.4	[3] 34.6	[3] 35.1	76.7	[3] 78.4	[3] 78.1
Cash registers, adding machines, and calculating machines	135.0	137.5	137.3	120.5	123.1	121.4	28.82	27.93	28.56	35.7	35.0	35.2	81.6	80.7	81.8
Electrical machinery, apparatus, and supplies	74.0	73.0	75.3	67.7	64.1	66.6	25.28	24.33	24.49	34.2	32.7	32.7	73.8	74.2	74.7
Engines, turbines, water wheels, and windmills	82.7	82.2	85.5	90.4	86.3	89.4	28.13	[3] 27.14	[3] 26.98	35.9	[3] 34.7	[3] 34.6	78.7	[3] 78.5	[3] 78.3

Foundry and machine-shop products	77.1	75.8	77.4	67.0	63.7	65.7	24.77	23.95	24.30	34.8	33.6	33.9	70.9	71.0	71.4
Machine tools	107.1	110.6	115.8	97.4	94.2	99.0	25.86	24.26	24.31	35.4	33.3	33.4	73.2	72.8	72.7
Radios and phonographs	88.9	81.6	81.6	75.5	72.4	71.6	21.20	22.11	22.07	35.7	36.3	36.9	59.5	61.9	59.9
Textile machinery and parts	57.9	54.2	54.2	50.6	45.7	47.2	22.78	22.25	23.00	33.9	33.3	34.0	67.3	67.0	67.9
Typewriters and parts	117.7	115.5	115 0	97.9	91.5	93.7	19.97	19.02	19.56	31.0	29.3	30.0	64.3	65.0	65.1
Transportation equipment	**51.3**	**55.5**	**62.4**	**49.1**	**50.9**	**57.4**	**30.94**	**29.54**	**29.64**	**35.3**	**33.8**	(2)	**88.3**	**88.3**	(2)
Aircraft	758.7	794.6	813.6	712.8	736.5	764.3	29.10	28.78	29.11	39.8	39.4	39.7	74.1	74.0	73.8
Automobiles	48.4	53.1	61.5	46.1	47.2	54.4	32.03	29.72	29.60	34.8	32.0	32.0	92.4	93.0	92.7
Cars, electric- and steam-railroad	23.9	22.8	25.3	21.8	20.2	24.0	25.15	24.42	26.14	34.7	33.0	35.0	72.6	74.1	74.6
Locomotives	18.0	20.2	25.1	13.1	15.5	19.6	23.37	24.51	25.08	31.1	32.1	32.7	75.2	76.4	76.8
Shipbuilding	89.1	95.8	98.2	90.0	99.9	104.7	29.99	31.34	31.61	35.9	38.8	37.3	83.6	80.4	83.3
Nonferrous metals and their products	**83.0**	**79.1**	**79.8**	**74.1**	**67.0**	**66.3**	**24.14**	**22.93**	(2)	**36.2**	**34.3**	(2)	**66.6**	**66.8**	(2)
Aluminum manufactures	128.5	122.0	121.5	125.8	111.5	109.4	24.89	23.07	22.75	36.9	33.3	33.4	67.5	68.1	68.2
Brass, bronze, and copper products	89.0	86.1	85.7	83.4	77.9	72.5	25.63	24.74	23.14	35.9	34.7	32.6	71.5	71.4	70.9
Clocks and watches and time-recording devices	77.7	73.6	75.2	70.3	59.6	59.6	19.11	16.58	16.85	33.0	29.0	29.3	57.8	57.0	58.6
Jewelry	86.7	79.2	77.6	70.1	61.2	60.4	22.70	21.49	21.82	38.6	36.2	35.2	57.7	58.6	60.9
Lighting equipment	67.9	62.8	63.7	57.8	49.6	50.6	23.83	21.22	22.10	35.0	31.2	32.1	68.1	68.1	68.8
Silverware and plated ware	57.5	50.8	58.4	48.5	38.1	44.6	23.13	20.55	20.85	35.9	31.7	32.6	64.6	64.7	63.4
Smelting and refining—copper, lead, and zinc	63.1	63.5	64.5	57.9	56.8	60.4	25.72	25.09	26.14	37.6	37.1	38.4	68.4	67.7	68.2
Lumber and allied products	**64.0**	**60.7**	**60.7**	**58.1**	**48.7**	**51.2**	**21.02**	**18.64**	**19.52**	**40.5**	**36.5**	(2)	**52.3**	**51.1**	(2)
Furniture	76.0	71.2	70.8	62.5	51.3	52.4	20.43	17.80	18.42	39.3	34.2	35.0	52.2	52.2	53.1
Lumber:															
Millwork	52.8	50.9	49.7	45.6	41.6	40.3	22.79	21.76	21.36	41.8	39.6	39.0	54.6	55.0	54.9
Sawmills	52.4	49.8	50.1	50.2	41.6	45.4	20.90	18.29	19.76	40.9	37.0	38.6	51.9	50.2	52.7
Stone, clay, and glass products	**66.3**	**64.6**	**65.8**	**56.5**	**53.1**	**56.4**	**22.77**	**21.90**	**22.77**	**35.9**	**34.7**	(2)	**63.4**	**63.3**	(2)
Brick, tile, and terra cotta	49.9	48.8	48.3	37.2	35.4	36.0	19.56	18.83	19.43	38.3	37.0	37.7	51.1	51.1	51.8
Cement	69.9	70.3	68.1	65.4	66.0	65.1	26.06	26.13	26.62	37.8	37.8	38.9	69.0	69.0	68.4
Glass	78.7	74 7	79.3	78.6	69.1	77.6	23.95	22.55	23.48	33.6	31.9	33.4	71.2	70.7	70.5
Marble, granite, slate, and other products	43.3	44.0	43.7	32.0	33.5	33.8	24.37	24.93	25.19	35.7	36.4	37.1	67.7	68.8	67.8
Pottery	72.3	69.5	73.0	58.7	53.1	61.0	20.40	19.14	20.93	34.4	32.5	34.0	62.9	62.3	63.6
Nondurable goods															
Textiles and their products	**95.1**	**86.6**	**84.6**	**80.0**	**66.6**	**62.4**	**16.84**	**15.67**	**15.03**	**34.7**	**32.6**	(1)	**48.9**	**48.2**	(2)
Fabrics	85.2	80.4	77.2	73.3	65.7	61.2	16.50	15.72	15.29	36.1	33.9	(1)	46.4	46.8	(2)
Carpets and rugs	68.1	62.8	48.0	53.6	44.7	35.5	21.01	18.69	19.29	34.0	29.3	30.1	61.9	63.9	64.2
Cotton goods	81.3	78.2	76.0	68.4	63.7	58.5	13.67	13.29	12.82	35.6	34.0	31.3	38.3	39.2	41.1
Cotton small wares	71.8	67.7	68.3	64.9	58.8	59.9	17.09	16.57	16.82	36.7	35.6	34.7	46.6	47.3	48.4
Dyeing and finishing textiles	101.8	97.0	98.0	87.5	78.3	76.8	20.69	19.60	18.97	38.3	35.7	34.5	53.7	54.6	54.7
Hats, fur-felt	88.1	79.8	61.3	87.2	74.9	48.5	25.21	23.85	20.05	35.3	34.3	29.6	73.1	70.1	72.0
Knit goods	109.3	104.6	103.9	111.8	98.2	99.9	17.87	16.41	16.68	35.9	32.9	(2)	51.5	51.5	(2)
Hosiery	138.3	133.0	132.5	154.4	134.2	138.8	19.38	17.51	18.07	35.7	32.2	33.3	55.5	55.3	55.7
Knitted outerwear	74.4	69.2	68.6	65.2	56.7	57.9	16.89	15.65	16.17	37.1	35.4	34.4	44.6	43.9	46.0
Knitted underwear	68.4	66.6	65.7	57.7	54.2	52.7	14.12	13.58	13.38	34.1	32.4	32.0	41.6	41.6	41.7
Knitted cloth	150.3	137.2	134.7	126.1	111.4	99.5	18.91	17.47	15.92	40.4	38.3	33.7	47.0	47.5	48.1
Silk and rayon goods	61.3	55.0	53.5	50.2	42.2	40.8	16.22	15.17	15.04	36.7	33.7	33.5	43.8	44.4	44.2
Woolen and worsted goods	75.1	68.4	61.0	62.1	55.5	47.4	19.21	18.85	18.02	36.4	35.4	33.7	52.9	53.4	53.7
Wearing apparel	116.3	98.9	99.7	90.5	66.0	62.6	17.70	15.50	14.31	32.5	30.2	(2)	53.1	50.8	(2)
Clothing, men's	104.3	89.8	78.2	74.6	57.4	43.2	18.45	16.37	14.09	31.2	28.3	26.2	59.0	58.2	54.8
Clothing, women's	165.9	134.6	148.0	128.1	86.0	89.5	20.23	17.14	16.25	32.9	31.3	30.2	54.8	52.1	49.3
Corsets and allied garments	94.7	93.2	97.1	85.8	82.5	85.9	15.27	14.77	14.91	33.3	31.6	31.7	46.0	46.5	46.5

See footnotes at end of table.

TABLE 2.—*Employment, Pay Rolls, Hours, and Earnings in Manufacturing and Nonmanufacturing Industries*—Continued

MANUFACTURING—*Continued*

[Indexes are based on 3-year average, 1923–25=100, and are adjusted to 1935 Census of Manufactures. Not comparable to indexes published in earlier issues of pamphlet. Comparable series available upon request]

Industry	Employment index [1]			Pay-roll index			Average weekly earnings [1]			Average hours worked per week [1]			Average hourly earnings [1]		
	August 1938	July 1938	June 1938	August 1938	July 1938	June 1938	August 1938	July 1938	June 1938	August 1938	July 1938	June 1938	August 1938	July 1938	June 1938
Nondurable goods—Continued															
Textiles and their products—Continued.															
Wearing apparel—Continued.													*Cents*	*Cents*	*Cents*
Men's furnishings	127.2	120.5	123.8	109.5	94.0	100.8	$13.46	$12.18	$12.74	33.8	32.0	34.3	36.0	35.1	35.1
Millinery	68.2	49.9	60.0	59.6	36.4	44.5	21.98	18.41	18.35	34.3	30.9	28.4	62.3	60.7	63.0
Shirts and collars	117.3	107.5	113.4	93.4	77.8	83.1	12.17	11.14	11.22	33.9	30.9	30.8	36.4	37.4	37.8
Leather and its manufactures	**92.6**	**89.3**	**81.8**	**76.9**	**69.4**	**57.5**	**19.76**	**18.56**	**16.30**	**38.4**	**36.0**	(2)	**51.6**	**51.5**	(2)
Boots and shoes	94.6	91.4	82.5	75.1	67.0	52.8	18.85	17.48	14.71	38.4	35.8	30.4	49.3	49.2	48.6
Leather	77.0	73.9	72.2	77.5	72.1	69.2	24.15	23.44	23.11	38.7	37.4	36.8	62.7	62.8	63.0
Food and kindred products	**138.3**	**128.6**	**119.4**	**131.1**	**128.5**	**121.7**	**23.17**	**24.53**	**24.98**	**39.7**	**41.0**	(2)	**58.6**	**59.9**	(2)
Baking	144.5	145.0	144.2	139.8	142.8	141.9	25.33	25.79	25.76	41.6	42.3	42.3	61.5	61.2	61.3
Beverages	260.0	259.6	251.9	322.0	322.8	305.7	34.51	34.73	33.51	40.8	41.2	40.3	85.2	85.1	84.1
Butter	110.2	110.9	110.1	94.4	95.9	94.5	22.84	23.01	23.18	48.1	47.9	48.1	47.3	47.6	48.0
Canning and preserving	251.2	178.6	113.9	203.8	157.2	100.7	14.67	16.06	15.98	35.1	38.2	34.9	42.9	42.9	46.7
Confectionery	71.6	67.5	69.7	69.3	63.1	67.9	18.03	17.47	18.21	37.0	35.4	37.4	49.0	49.6	49.0
Flour	78.1	77.9	75.3	78.9	79.4	75.6	26.53	27.06	26.66	44.7	45.4	44.5	58.9	59.3	59.6
Ice cream	93.0	94.6	91.6	80.3	80.5	77.5	28.92	28.74	28.42	48.3	48.4	47.6	59.8	59.2	60.1
Slaughtering and meat packing	94.2	94.7	93.5	104.8	107.9	104.7	27.93	28.63	28.19	40.6	41.6	40.7	68.9	69.1	69.0
Sugar, beet	74.7	53.2	47.4	67.7	53.1	51.5	23.33	25.99	27.89	36.2	36.3	40.8	64.6	73.5	70.8
Sugar refining, cane	90.1	88.1	90.5	80.1	81.3	81.4	23.90	24.82	24.22	38.8	41.7	39.7	61.6	59.9	61.0
Tobacco manufactures	**64.4**	**61.5**	**64.8**	**59.1**	**57.1**	**59.4**	**16.81**	**17.18**	**16.91**	**36.7**	**37.2**	(2)	**46.2**	**46.0**	(2)
Chewing and smoking tobacco and snuff	60.5	59.8	60.6	66.8	68.8	70.4	17.28	18.07	18.62	34.3	35.5	36.6	50.7	51.1	50.9
Cigars and cigarettes	64.9	61.7	65.3	58.1	55.6	58.0	16.71	16.96	16.57	37.0	37.4	37.0	45.6	45.4	45.1
Paper and printing	**102.7**	**101.5**	**101.9**	**98.0**	**95.9**	**96.0**	**27.48**	**27.10**	**27.04**	**37.7**	**37.0**	(2)	**76.0**	**76.7**	(2)
Boxes, paper	94.8	92.4	92.2	97.3	93.0	90.9	20.90	20.42	19.89	38.9	37.6	36.7	54.2	54.7	55.3
Paper and pulp	102.8	101.6	101.9	101.9	96.9	94.9	24.26	23.37	22.89	39.4	37.8	36.7	61.7	61.9	62.5
Printing and publishing:															
Book and job	99.0	97.7	96.6	86.2	85.0	84.0	29.01	28.96	29.02	37.1	36.9	36.5	79.3	80.0	80.6
Newspapers and periodicals	102.5	102.1	104.7	101.1	101.1	104.3	36.25	36.39	36.81	36.1	35.9	35.8	97.1	97.8	99.4
Chemicals and allied products, and petroleum	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	(2)	76.3	77.3	(2)
refining															
Chemicals	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Compounding coal-tar products	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Explosives	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Fertilizers	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Paints and varnishes	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Petroleum refining	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Rayon and allied products	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Soap	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Stone, clay, and glass products	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Glass	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Glass products, not elsewhere classified	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Pottery	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Stone, clay, and glass products, not elsewhere classified	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Structural clay products	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Cement	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Gypsum	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Lime	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Marble, granite, slate, and other products	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Stone	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Metals and their products	**108.1**	**105.0**	**105.2**	**116.9**	**111.1**	**112.8**	**29.04**	**28.48**	**28.80**	**38.1**	**36.9**	(2)	**76.3**	**77.3**	(2)
Clocks and watches and time-recording devices	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Cutlery (not including silverware) and edge tools	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Electrical machinery, apparatus, and supplies	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Hardware	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Heating equipment	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Instruments and appliances	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Machinery	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Agricultural implements	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Foundry and machine-shop products	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Machine tools	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Radios and phonographs	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Silverware and plated ware	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Smelting and refining	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Stamped and enameled ware	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Steam fittings	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Structural and ornamental metalwork	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Tin cans and other tinware	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Tools (not including machine tools)	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Turbines	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Wirework	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Miscellaneous industries	**108.1**	**105.0**	**105.2**	**116.9**	**111.1**	**112.8**	**29.04**	**28.48**	**28.80**	**38.1**	**36.9**	(2)	**76.3**	**77.3**	(2)
Brooms and brushes	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Buttons	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Fabricated rubber products	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Fabricated textile products	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Floor coverings	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Furs	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Jewelry	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Laundries	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Leather goods	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Manufactured ice	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Oilcloth and linoleum	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Optical goods	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Photographic apparatus	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Pianos and organs	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Rubber boots and shoes	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Rubber tires and inner tubes	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Rubber goods, other	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Shipbuilding	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Toys and games	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Trunks and bags	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Typewriters	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Umbrellas, canes, and parasols	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8
Window shades and fixtures	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	36.3	76.3	77.3	97.8

Chemicals and allied products, and petroleum refining	108.1	105.0	105.2	116.9	111.1	112.8	29.04	28.48	28.80	38.1	36.9	[2]	76.3	77.3	[2]
Petroleum refining	121.9	121.8	121.1	138.1	135.3	137.8	35.25	34.60	35.26	36.0	35.2	36.3	98.6	98.8	97.8
Other than petroleum refining	104.8	101.0	101.4	110.3	103.7	105.1	26.17	25.54	25.63	39.0	37.7	[2]	67.2	68.2	[2]
Chemicals	110.3	107.8	109.7	121.0	114.5	118.4	30.39	29.40	29.90	38.8	37.3	37.7	78.5	78.7	79.3
Cottonseed—oil, cake, and meal	68.4	59.3	57.8	57.0	51.2	48.0	12.83	13.31	12.87	46.8	48.3	48.3	26.8	26.7	26.1
Druggists' preparations	108.3	107.1	107.6	116.8	111.3	114.4	24.52	23.65	24.03	39.3	37.5	37.7	58.9	61.8	60.0
Explosives	81.9	80.5	80.2	93.1	89.4	86.4	31.26	30.63	29.30	38.6	36.8	36.4	80.9	83.2	81.5
Fertilizers	68.7	64.0	69.0	64.8	63.1	65.0	17.46	18.55	17.33	37.2	38.0	38.0	47.0	48.7	45.8
Paints and varnishes	110.6	110.8	113.0	111.2	111.0	115.6	27.39	27.38	27.79	39.2	38.8	39.9	70.0	70.7	69.7
Rayon and allied products	293.9	270.5	265.4	289.0	249.5	242.1	24.16	22.68	22.42	37.8	35.1	34.6	63.9	64.5	64.8
Soap	90.7	87.6	85.0	91.2	87.1	85.9	28.64	28.32	28.81	39.0	38.6	38.8	73.5	73.6	74.5
Rubber products	72.5	68.7	70.6	69.5	64.1	63.5	25.39	24.84	23.75	33.9	32.3	[2]	76.0	77.4	[2]
Rubber boots and shoes	54.1	42.3	53.9	50.9	36.7	45.2	21.54	20.15	19.18	35.8	34.3	32.1	60.2	58.7	59.8
Rubber tires and inner tubes	60.6	60.7	60.4	60.6	60.0	57.5	28.73	28.43	27.35	30.3	30.0	28.7	94.1	94.5	94.5
Rubber goods, other	113.2	106.6	106.3	107.7	95.0	93.4	22.34	20.81	20.49	37.7	35.3	34.5	59.7	59.9	59.7

NONMANUFACTURING

[Indexes are based on 12-month average, 1929=100]

Coal mining:															
Anthracite [5]	37.6	44.6	56.0	20.0	20.2	49.7	17.35	14.76	28.94	18.6	14.4	30.6	90.8	91.6	93.2
Bituminous [5]	80.1	78.5	80.2	64.2	56.8	57.0	21.38	19.16	18.92	23.6	21.3	21.0	88.8	88.3	87.9
Metalliferous mining	51.4	49.7	56.0	43.7	38.0	46.1	26.62	24.01	25.65	39.5	36.1	37.9	67.7	66.7	67.9
Quarrying and nonmetallic mining	44.6	44.1	43.6	39.2	37.0	37.3	22.17	21.38	21.61	41.2	39.2	40.4	53.7	54.2	53.5
Crude-petroleum producing	72.4	72.3	72.8	66.8	66.7	67.6	34.11	33.94	34.23	40.5	39.8	40.2	82.9	84.2	83.6
Public utilities:															
Telephone and telegraph [6]	74.8	74.9	74.8	91.3	90.9	90.9	30.25	30.19	31.08	38.6	38.4	38.4	81.3	82.7	85.5
Electric light and power and manufactured gas [6]	92.7	92.3	92.2	98.9	98.3	98.6	33.54	33.40	33.55	40.4	39.4	40.3	83.4	84.9	83.6
Electric-railroad and motorbus operation and maintenance [6]	69.5	70.1	70.4	69.5	69.0	69.7	32.73	32.19	32.37	45.3	44.5	45.0	71.4	71.3	70.9
Trade:															
Wholesale [6]	87.6	86.8	87.2	73.7	73.6	73.8	29.35	29.71	29.83	42.3	42.1	42.5	69.9	70.6	70.7
Retail [6]	80.0	81.1	83.6	66.8	68.1	69.5	21.38	21.72	21.46	42.7	42.6	42.7	54.6	55.9	55.0
General merchandising [6]	86.4	87.9	91.9	78.8	80.4	84.3	18.12	18.33	18.22	38.7	39.0	39.3	49.8	49.8	49.4
Other than general merchandising [6]	78.3	79.3	81.4	64.3	65.6	66.4	23.98	24.41	24.11	43.8	43.6	43.7	56.0	57.7	56.6

See footnotes at end of table.

TABLE 2.—*Employment, Pay Rolls, Hours, and Earnings in Manufacturing and Nonmanufacturing Industries*—Continued

NONMANUFACTURING—Continued

[Indexes are based on 12-month average, 1929=100]

Industry	Employment index			Pay-roll index			Average weekly earnings [1]			Average hours worked per week [1]			Average hourly earnings [1]		
	August 1938	July 1938	June 1938	August 1938	July 1938	June 1938	August 1938	July 1938	June 1938	August 1938	July 1938	June 1938	August 1938	July 1938	June 1938
													Cents	*Cents*	*Cents*
Hotels (year-round) [2] [3]	90.4	90.7	92.2	77.4	77.4	79.6	$14.64	$14.65	$14.95	47.1	46.7	46.8	30.7	31.2	31.4
Laundries [3]	97.5	97.8	96.6	83.1	83.0	81.8	17.36	17.24	17.20	42.5	42.3	42.4	41.1	41.1	41.0
Dyeing and cleaning [3]	105.0	108.6	110.8	74.3	77.5	83.3	19.47	19.85	20.93	42.0	42.0	43.3	46.8	47.6	48.6
Brokerage [3] [4]	+1.0	+2.4	−1.3	+.4	+3.1	−1.2	34.71	34.53	34.06	(5)	(5)	(5)	(5)	(5)	(5)
Insurance [3] [4]	+(10)	+.6	+.3	−2.5	+1.0	+1.1	35.70	36.63	36.64	(5)	(5)	(5)	(5)	(5)	(5)
Building construction [3]	+2.6	+1.3	+.2	+3.6	+1.8	+1.1	29.69	29.52	29.43	32.9	33.0	32.6	90.3	89.5	90.4

[1] Average weekly earnings are computed from figures furnished by all reporting establishments. Average hours and average hourly earnings are computed from data supplied by a smaller number of establishments as all reporting firms do not furnish man-hours. The figures are not strictly comparable from month to month because of changes in size and composition of the reporting sample. Hours and earnings for all manufacturing industries combined now relate to 87 industries instead of 89 as heretofore because of exclusion of railroad repair shops. Figures for durable-goods groups are also affected. See text in section headed "Employment, pay rolls, hours, and earnings."

[2] Not yet computed.

[3] Revised.

[4] Weighted.

[5] Indexes adjusted to 1935 census. Comparable series back to January 1929 presented in January 1938 issue of this publication.

[6] Average weekly earnings, hourly earnings, and hours not strictly comparable with figures published in pamphlets prior to January 1938 as they now exclude corporation officers, executives, and other employees whose duties are mainly supervisory.

[7] Not available.

[8] Cash payments only; the additional value of board, room, and tips cannot be computed.

[9] Indexes of employment and pay rolls are not available; percentage changes from preceding month substituted.

[10] Less than 1/10 of 1 percent.

INDEXES OF EMPLOYMENT AND PAY ROLLS

General indexes of factory employment and pay rolls, adjusted to the 1935 Census of Manufactures, are given in table 3 for the months January 1919 to August 1938. They supersede the previously published series, which were adjusted only to 1933 census totals. The accompanying chart indicates the trend of factory employment and pay rolls from January 1919 to August 1938 as shown by the adjusted indexes and by the former series of indexes.

Indexes of employment and pay rolls are given in table 4 for all manufacturing industries combined, for the durable- and nondurable-goods groups of manufacturing industries, and for 13 nonmanufacturing industries, including 2 subgroups under retail trade, by months, from August 1937 to August 1938, inclusive.

The indexes of factory employment and pay rolls are computed from returns supplied by representative manufacturing establishments in 87 manufacturing industries and relate to wage earners only. Formerly 89 manufacturing industries were covered in the Bureau's monthly survey, but two of these—electric and steam railroad repair shops—are now excluded. The base used in computing the indexes is the 3-year average 1923–25 as 100. In August 1938 reports were received from 24,864 manufacturing establishments employing 3,820,031 workers, whose weekly earnings were $87,257,748. The employment reports received from these establishments cover more than 55 percent of the total wage earners in all manufacturing industries of the country and more than 65 percent of the wage earners in the 87 industries included in the monthly survey of the Bureau of Labor Statistics.

The indexes for the nonmanufacturing industries are based on the 12-month average for 1929 as 100. Figures for mining, laundries, dyeing and cleaning, and building construction cover wage earners only, but the figures for public utilities, trade, hotels, brokerage, and insurance relate to all employees, except corporation officers, executives, and other employees whose duties are mainly supervisory. For crude-petroleum producing they cover wage earners and clerical field force.

Data for both manufacturing and nonmanufacturing industries are based on reports of the number of employees and amount of pay rolls for the pay period ending nearest the 15th of the month.

EMPLOYMENT & PAY ROLLS
ALL MANUFACTURING INDUSTRIES
1923-25=100
Index Numbers
140
120
100
80
60
40
20
0
1923
1924
1925
1926
1927
1928
1929
1930
1931
1932
1933
1934
1935
1936
1937
1938
Employment
Pay Rolls
ADJUSTED TO 1935 CENSUS OF MANUFACTURES
INDEX BEFORE ADJUSTMENT
U. S. BUREAU OF LABOR STATISTICS

TABLE 3.—*General Indexes of Factory Employment and Pay Rolls By Months, January 1919 to August 1938*

[1923–1925=100]

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Average
Employment													
1919	104.5	101.2	101.7	101.9	102.6	103.9	106.6	109.3	111.3	110.9	112.1	113.9	106.7
1920	114.3	113.3	115.6	114.0	111.1	110.1	107.5	107.4	106.1	102.1	95.6	88.0	107.1
1921	79.5	81.7	82.9	82.3	82.0	81.2	79.7	81.1	83.0	83.7	83.7	82.7	82.0
1922	82.4	84.5	85.8	85.7	87.9	89.6	90.5	93.1	95.1	96.6	98.0	99.1	90.7
1923	100.2	102.4	104.6	105.1	105.2	105.7	104.6	104.8	105.3	104.0	102.8	101.1	103.8
1924	100.1	101.7	101.9	100.1	96.8	93.8	90.6	92.0	94.2	95.0	94.5	96.1	96.4
1925	96.6	98.3	99.2	99.1	98.6	98.4	98.3	100.0	101.9	102.6	102.2	101.8	99.8
1926	101.0	102.0	102.5	101.8	100.8	100.8	99.7	101.8	104.0	103.6	101.6	100.3	101.7
1927	98.6	100.2	100.9	100.3	99.6	99.7	98.6	99.9	101.2	100.2	98.0	96.5	99.5
1928	95.3	97.2	98.2	97.8	97.8	98.5	98.4	101.1	103.3	103.5	102.6	102.1	99.7
1929	101.7	104.1	105.4	106.7	106.5	106.8	107.3	109.2	110.3	109.0	104.6	100.7	106.0
1930	98.2	98.3	97.9	97.3	95.6	93.6	90.4	89.7	90.7	88.7	85.4	82.9	92.4
1931	80.1	80.8	81.2	81.2	80.6	78.8	77.7	77.9	78.3	75.5	72.7	72.0	78.1
1932	70.0	71.2	70.1	67.8	65.2	63.2	61.0	62.7	66.1	67.2	66.3	65.1	66.3
1933	63.3	64.7	62.3	63.9	66.8	71.6	76.2	81.3	85.0	84.6	81.2	79.5	73.4
1934	78.8	83.7	87.2	88.8	89.0	87.8	86.3	87.4	83.5	85.9	84.3	85.6	85.7
1935	86.6	89.6	91.1	91.3	90.0	88.3	88.9	91.7	93.8	95.2	94.5	94.0	91.3
1936	92.1	92.2	93.4	94.7	95.4	95.9	97.1	99.9	101.9	103.2	103.3	104.4	97.8
1937	102.7	105.3	107.7	108.8	108.9	107.5	108.0	109.1	109.0	107.2	101.1	94.5	105.8
1938	87.8	88.2	87.7	85.7	83.4	81.6	81.9	85.7	------	------	------	------	------
Pay rolls													
1919	93.8	89.3	90.0	89.2	90.1	92.7	95.6	101.7	106.3	103.6	107.8	115.4	98.0
1920	119.1	117.4	125.4	122.3	123.0	124.4	120.0	120.6	118.9	114.4	105.0	95.5	117.2
1921	80.6	80.1	81.0	78.8	77.4	75.6	71.6	73.6	73.3	71.9	70.9	72.7	75.6
1922	69.6	72.5	74.4	73.6	77.0	80.0	80.2	84.1	87.0	88.7	92.2	94.5	81.2
1923	93.9	97.8	102.6	103.8	107.3	107.2	102.9	103.1	103.8	105.9	103.9	102.7	102.9
1924	98.9	104.5	104.5	102.0	97.6	91.9	85.3	89.1	92.4	94.6	93.1	97.6	96.0
1925	96.0	101.0	102.8	100.4	101.4	99.2	97.5	100.1	99.4	105.3	105.1	105.5	101.1
1926	101.6	105.7	107.2	104.9	103.5	103.7	99.4	103.8	105.1	108.0	104.3	103.6	104.2
1927	98.6	104.8	106.6	105.0	104.8	103.2	99.1	102.5	102.1	102.7	98.9	100.0	102.4
1928	96.6	102.0	103.5	101.3	102.3	102.7	100.2	104.6	106.2	109.5	106.2	106.9	103.5
1929	103.8	110.8	113.0	114.1	114.3	112.7	108.6	113.5	114.4	113.7	104.9	101.2	110.4
1930	96.5	99.6	99.7	98.5	96.1	92.9	85.0	83.8	84.8	82.9	77.3	75.4	89.4
1931	70.3	74.4	75.9	74.7	73.6	69.9	66.6	66.4	63.8	61.8	58.3	57.8	67.8
1932	54.0	55.4	53.6	49.6	46.8	43.7	40.4	41.4	44.0	45.8	43.6	42.4	46.7
1933	40.3	41.4	38.3	40.4	44.4	49.1	52.7	58.6	61.3	61.1	57.3	56.5	50.1
1934	56.1	62.9	67.2	69.6	69.7	67.4	62.8	65.1	60.8	64.0	62.5	66.2	64.5
1935	67.5	72.6	74.3	74.4	71.7	69.9	69.1	74.0	76.7	79.4	78.6	80.4	74.1
1936	76.7	76.6	80.3	82.3	83.9	84.1	83.4	87.1	86.9	92.5	94.0	98.8	85.6
1937	94.4	99.7	105.5	109.3	109.7	107.0	104.6	108.2	104.4	104.5	92.9	84.2	102.0
1938	75.0	76.9	77.1	74.6	72.9	70.8	70.6	76.8	------	------	------	------	------

TABLE 4.—*Indexes of Employment and Pay Rolls in Selected Manufacturing [1] and Nonmanufacturing [2] Industries, August 1937 to August 1938, Inclusive*

Industry	Employment													
	1937						1938							
	Avg. 1937	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.
Manufacturing														
All industries	105.8	109.1	109.0	107.2	101.1	94.5	87.8	88.2	87.7	85.7	83.4	81.6	81.9	85.7
Durable goods [3]	104.0	107.0	106.3	106.6	100.8	91.7	81.7	80.1	79.3	77.0	75.0	72.4	70.3	71.8
Nondurable goods [4]	107.6	111.1	111.5	107.8	101.4	97.2	93.7	95.9	95.8	94.0	91.5	90.3	92.9	99.0
Nonmanufacturing														
Anthracite mining	60.2	49.7	58.1	61.5	60.9	61.4	59.6	60.0	59.3	57.0	52.8	56.0	44.6	37.6
Bituminous-coal mining	99.3	97.4	99.4	102.4	101.4	99.4	96.9	95.5	93.2	85.8	82.2	80.2	78.5	80.1
Metalliferous mining	76.8	83.4	84.1	82.9	75.4	70.4	67.4	63.6	62.3	61.6	58.8	56.0	49.7	51.4
Quarrying and nonmetallic mining	51.4	54.9	54.7	53.3	49.9	43.9	38.2	37.8	38.9	41.7	43.7	43.6	44.1	44.6
Crude-petroleum producing	76.5	79.3	78.2	77.5	77.2	76.5	75.3	74.2	73.6	73.8	73.2	72.8	72.3	72.4
Telephone and telegraph	77.8	79.8	79.8	79.6	78.9	78.0	77.8	75.7	74.9	74.8	75.0	74.8	74.9	74.8
Electric light and power, and manufactured gas	95.6	98.3	98.6	98.5	97.3	96.1	93.8	92.6	92.0	91.8	91.7	92.2	92.3	92.7
Electric-railroad and motorbus operation and maintenance [5]	73.1	73.4	73.7	73.4	73.2	72.8	72.3	71.2	70.8	71.1	70.6	70.4	70.1	69.5
Wholesale trade	92.0	91.8	93.0	94.0	93.5	93.3	91.0	90.4	89.1	88.5	87.3	87.2	86.8	87.6
Retail trade	89.8	86.2	90.7	92.1	91.7	100.4	84.1	82.4	83.0	88.2	83.8	83.6	81.1	80.0
General merchandising	104.3	93.8	103.7	108.1	109.8	145.9	91.5	88.8	90.5	101.0	92.4	91.9	87.9	86.4
Other than general merchandising	85.9	84.2	87.3	87.9	86.9	88.5	82.1	80.7	81.0	84.9	81.5	81.4	79.3	78.3
Year-round hotels	94.9	94.3	95.7	96.9	96.6	94.9	94.3	94.5	93.4	93.5	93.7	92.2	90.7	90.4
Laundries	100.6	104.7	104.1	99.9	97.8	97.0	96.8	95.7	94.8	95.4	96.2	96.6	97.8	97.1
Dyeing and cleaning	107.5	110.3	112.8	110.5	103.5	99.2	96.8	95.6	98.5	111.8	109.9	110.8	108.6	103.0
	Pay rolls													
Manufacturing														
All industries	102.0	108.2	104.4	104.5	92.9	84.2	75.0	76.9	77.1	74.6	72.9	70.8	70.6	76.8
Durable goods [3]	103.5	110.5	105.8	108.2	94.8	81.0	67.1	67.2	67.4	65.6	64.2	61.7	58.6	63.9
Nondurable goods [4]	100.4	105.7	102.9	100.3	90.8	87.7	84.0	87.8	87.9	84.7	82.6	80.9	84.1	91.8
Nonmanufacturing														
Anthracite mining	46.9	29.6	34.2	55.4	49.0	51.3	46.5	46.1	47.3	39.0	38.3	49.7	20.2	20.1
Bituminous-coal mining	88.5	86.3	90.9	100.7	91.1	95.1	70.4	74.0	68.4	56.3	55.3	57.0	56.8	64.2
Metalliferous mining	74.0	83.0	82.2	81.7	71.6	65.1	59.1	55.8	56.3	53.3	51.2	46.1	38.0	43.7
Quarrying and nonmetallic mining	45.4	53.2	50.1	49.3	41.7	33.4	27.7	28.6	30.2	33.9	38.3	37.3	37.0	39.2
Crude-petroleum producing	68.2	70.8	71.2	69.9	70.2	69.8	68.2	69.6	68.0	68.0	66.7	67.6	66.7	66.8

[1] 3-year average, 1923-25=100—adjusted to 1935 Census of Manufactures.

[2] 12-month average for 1929=100. Comparable indexes are in February 1935 and subsequent issues of Monthly Labor Review, except for anthracite and bituminous-coal mining, year-round hotels, laundries, and dyeing and cleaning. Indexes for these industries from January 1929 forward have been adjusted to the 1935 census and are presented in the January 1938 and subsequent issues of Employment and Pay Rolls.

[3] Includes: Iron and steel; machinery; transportation equipment; railroad repair shops; nonferrous metals; lumber and allied products; and stone, clay, and glass products.

[4] Includes: Textiles and their products, leather and its manufactures, food and kindred products, tobacco manufactures, paper and printing, chemicals and allied products, products of petroleum and coal, rubber products, and a number of miscellaneous industries not included in other groups.

[5] Not including electric-railroad car building and repairing.

TABLE 4.—*Indexes of Employment and Pay Rolls in Selected Manufacturing and Nonmanufacturing Industries, August 1937 to August 1938, Inclusive*—Continued

Industry	Pay rolls													
	1937						1938							
	Avg. 1937	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.
Nonmanufacturing—Con.														
Telephone and telegraph	89.6	92.1	92.3	94.9	91.4	94.7	93.7	89.9	92.6	91.6	91.3	90.9	90.9	91.3
Electric light and power, and manufactured gas	99.6	102.6	104.0	105.3	103.8	102.4	98.9	98.5	98.6	97.6	97.4	98.6	98.3	98.9
Electric-railroad and motorbus operation and maintenance [1]	70.6	73.1	71.6	71.4	71.8	71.9	70.6	70.2	69.9	70.0	71.2	69.7	69.0	69.5
Wholesale trade	76.6	79.0	78.3	79.3	78.3	77.8	75.4	75.3	74.7	74.6	75.1	73.8	73.6	73.7
Retail trade	73.1	72.3	74.4	75.9	75.3	80.6	70.1	68.4	68.6	72.2	70.0	69.5	68.1	66.8
General merchandising	92.5	85.7	92.4	96.2	97.1	123.3	84.6	81.5	82.2	89.4	84.4	84.3	80.4	78.8
Other than general merchandising	69.1	69.5	70.7	71.7	70.8	71.8	67.1	65.7	65.8	68.6	67.0	66.4	65.6	64.3
Year-round hotels	80.6	80.5	82.4	84.1	84.3	82.6	81.6	83.6	80.9	80.5	80.5	79.6	77.4	77.4
Laundries	83.0	88.0	86.4	83.4	81.1	81.1	80.1	79.1	78.6	80.6	80.9	81.8	83.0	83.1
Dyeing and cleaning	77.6	81.3	85.7	83.6	73.7	68.6	65.5	65.2	68.2	87.2	80.7	83.3	77.5	74.3

[1] Not including electric-railroad car building and repairing.

TREND OF INDUSTRIAL AND BUSINESS EMPLOYMENT, BY STATES

A comparison of employment and pay rolls, by States and geographic divisions, in July and August 1938, is shown in table 5 for all groups combined, and for all manufacturing industries combined, based on data supplied by reporting establishments. The percentage changes shown, unless otherwise noted, are unweighted—that is, the industries included in the manufacturing group and in the grand total have not been weighted according to their relative importance.

The totals for all manufacturing industries combined include figures for miscellaneous manufacturing industries in addition to the 87 manufacturing industries presented in table 1. The totals for all groups combined include all manufacturing industries, each of the nonmanufacturing industries presented in table 1 (except building construction), and seasonal hotels.

TABLE 5.—*Comparison of Employment and Pay Rolls in Identical Establishments in July and August 1938, by Geographic Divisions and by States*

[Figures in italics are not compiled by the Bureau of Labor Statistics, but are taken from reports issued by cooperating State organizations]

Geographic division and State	Total—all groups					Manufacturing				
	Number of establishments	Number on pay roll August 1938	Percentage change from July 1938	Amount of pay roll (1 week) August 1938	Percentage change from July 1938	Number of establishments	Number on pay roll August 1938	Percentage change from July 1938	Amount of pay roll (1 week) August 1938	Percentage change from July 1938
				Dollars					*Dollars*	
New England	13,815	822,921	+4.8	18,449,039	+5.9	3,627	557,580	+7.8	11,750,947	+10.3
Maine	867	57,461	+4.6	1,111,450	+5.6	303	46,065	+6.2	856,345	+7.5
New Hampshire	681	42,341	+7.4	855,911	+8.8	212	33,672	+9.1	670,838	+11.0
Vermont	495	17,207	+4.0	370,247	+4.5	152	10,054	+7.1	210,217	+8.9
Massachusetts	[1] *8,089*	*440,815*	*+5.5*	*10,227,987*	*+6.1*	*1,799*	*256,151*	*+10.8*	*5,565,147*	*+13.0*
Rhode Island	1,213	79,720	−.1	1,643,533	+.4	415	61,977	+.5	1,190,782	+1.3
Connecticut	2,470	185,377	+4.8	4,239,911	+7.3	746	149,661	+6.4	3,257,618	+10.1
Middle Atlantic	32,308	1,940,254	+1.9	49,585,791	+4.3					
New York	20,288	884,814	+2.2	24,397,177	+3.0	[2] *2,445*	*401,738*	*+5.8*	*10,635,632*	*+7.8*
New Jersey	4,066	331,790	+3.3	8,303,250	+3.6	(3)				
Pennsylvania	7,954	723,650	+1.0	16,885,364	+6.5	*2,314*	*439,798*	[4] *+3.8*	*9,878,917*	[4] *+9.2*
East North Central	25,619	1,808,778	+1.1	46,146,762	+4.9	8,643	1,285,601	+1.0	32,701,107	+5.8
Ohio	7,526	501,245	+2.2	12,366,748	+7.5	2,531	362,817	+3.0	8,925,249	+10.3
Indiana	*2,924*	*222,713*	*+3.9*	*5,210,984*	*+7.1*	*1,068*	*172,813*	*+5.1*	*4,094,644*	*+9.1*
Illinois	[5] *6,649*	*535,327*	*+1.7*	*13,769,895*	*+3.7*	*2,444*	*355,077*	*+2.8*	*8,935,365*	*+5.3*
Michigan	4,101	320,086	−1.7	9,231,531	+4.0	*1,045*	*238,072*	*−4.9*	*6,986,116*	*+1.4*
Wisconsin	[6] *4,419*	*229,407*	*−1.3*	*5,567,604*	*+1.7*	[7] *1,555*	*156,822*	[4] *−5.8*	*3,759,733*	[4] *−1.3*
West North Central	12,691	443,912	+1.5	10,772,817	+2.2	2,628	212,088	+3.3	5,114,537	+4.5
Minnesota	[8] *2,737*	*123,285*	*+1.8*	*3,208,332*	*+2.8*	*620*	*49,401*	*+4.3*	*1,253,661*	*+5.0*
Iowa	2,084	63,111	+3.3	1,476,952	+5.9	425	34,975	+6.4	843,023	+10.4
Missouri	2,993	161,075	+1.6	3,823,651	+1.6	863	89,508	+3.0	2,045,082	+4.1
North Dakota	625	5,483	+1.8	133,952	+2.2	52	692	+.7	18,835	+.1
South Dakota	472	8,109	−.1	209,334	−.1	36	2,417	+.1	57,939	−6.3
Nebraska	1,386	28,819	+.1	655,249	+.5	157	10,011	+2.0	245,657	+1.6
Kansas	[9] *2,394*	*54,030*	[10] *−8.0*	*1,265,347*	[4] *−1.3*	*475*	*25,084*	*−.6*	*650,340*	*+.1*
South Atlantic	11,441	809,254	+3.0	15,419,904	+5.2	2,994	543,961	+4.4	9,473,620	+7.6
Delaware	257	15,473	+9.4	323,265	+3.2	*85*	*11,309*	*+13.5*	*230,427*	*+4.1*
Maryland	*1,608*	*124,859*	*+.8*	*2,900,649*	*+2.8*	*647*	*86,617*	[4] *+2.1*	*1,949,562*	[4] *+5.5*
District of Columbia	1,142	36,086	−2.3	965,049	−1.8	39	3,140	−1.4	105,526	−1.2
Virginia	2,150	109,916	+3.1	2,113,970	+6.1	472	74,012	+4.2	1,403,802	+7.0
West Virginia	1,271	133,575	+3.9	3,125,868	+9.0	266	48,780	+10.8	1,129,539	+17.1
North Carolina	1,620	172,663	+5.3	2,607,622	+8.9	678	156,222	+4.5	2,342,067	+9.4
South Carolina	760	66,690	+1.8	960,725	+4.3	207	58,891	+1.9	819,759	+5.4
Georgia	1,521	109,673	+3.3	1,681,412	+2.9	396	84,000	+4.4	1,151,661	+4.3
Florida	1,112	40,319	+1.8	741,344	+1.5	204	20,990	+4.8	341,277	+4.6
East South Central	4,663	279,850	+3.9	5,098,492	+8.4	1,067	167,839	+5.4	2,874,530	+9.5
Kentucky	1,424	79,355	+1.8	1,615,202	+8.9	284	31,075	+4.1	596,294	+7.7
Tennessee	1,471	99,205	+5.4	1,772,955	+9.7	380	70,995	+6.8	1,245,398	+12.9
Alabama	1,155	82,323	+4.7	1,416,024	+7.5	302	53,804	+5.3	863,365	+6.9
Mississippi	613	18,967	+1.0	294,311	+2.6	101	11,965	+1.9	169,473	+6.0
West South Central	5,939	226,772	+.7	5,116,519	+.9	1,383	109,434	+.8	2,379,871	+1.4
Arkansas	[11] *1,115*	*30,839*	*+2.3*	*542,720*	*+3.8*	*306*	*18,775*	*+2.3*	*310,134*	*+3.5*
Louisiana	1,080	55,331	+1.7	1,109,196	+1.2	244	30,144	+1.3	579,603	+2.3
Oklahoma	1,453	43,776	−.4	1,089,660	+1.1	149	11,702	−.2	275,977	+2.1
Texas	*2,291*	*96,826*	*+.1*	*2,374,943*	+(12)	*684*	*48,813*	*+.1*	*1,214,157*	*+.4*

See footnotes at end of table.

TABLE 5.—*Comparison of Employment and Pay Rolls in Identical Establishments in July and August 1938, by Geographic Divisions and by States*—Continued

Geographic division and State	Total—all groups					Manufacturing				
	Number of establishments	Number on pay roll August 1938	Percentage change from July 1938	Amount of pay roll (1 week) August 1938	Percentage change from July 1938	Number of establishments	Number on pay roll August 1938	Percentage change from July 1938	Amount of pay roll (1 week) August 1938	Percentage change from July 1938
				Dollars					*Dollars*	
Mountain	4,381	124,185	+1.9	3,083,925	+6.7	582	38,953	+0.3	944,832	+4.6
Montana	645	14,610	+4.5	424,273	+11.0	78	4,548	+8.0	122,555	+20.9
Idaho	545	10,703	−2.4	273,274	+1.2	63	3,587	−7.1	93,463	−2.4
Wyoming	341	8,853	+2.2	244,634	+9.9	42	1,836	+5.7	59,046	+8.5
Colorado	1,315	43,294	+1.1	1,036,639	+3.5	200	14,581	+1.7	369,238	+4.6
New Mexico	293	6,807	+.4	144,083	+4.0	31	1,018	−4.4	18,754	−1.3
Arizona	452	13,270	+.3	357,720	+11.6	43	2,900	+10.1	72,932	+18.3
Utah	613	23,452	+5.2	508,798	+9.3	108	9,783	−5.2	189,284	−5.4
Nevada	177	3,196	+.9	94,504	+6.0	17	700	+.9	19,560	+6.8
Pacific	10,490	466,520	+5.1	13,043,508	+7.0	2,639	250,405	+10.2	6,654,948	+14.2
Washington	2,876	90,159	+.2	2,392,114	+8.1	551	48,607	+.9	1,271,702	+15.5
Oregon	1,417	51,112	+4.9	1,344,444	+11.0	302	30,072	+8.1	783,590	+21.1
California[13]	*6,197*	*325,249*	*+6.5*	*9,306,950*	*+6.2*	*1,786*	*171,726*	*+13.5*	*4,599,656*	*+12.7*

[1] Includes banks and trust companies, construction, municipal, agricultural, and office employment, amusement and recreation, professional services, and trucking and handling.
[2] Includes laundering and cleaning, and water, light and power.
[3] Includes laundries.
[4] Weighted percentage change.
[5] Includes automobile and miscellaneous services, restaurants, and building and contracting.
[6] Includes construction but not public works.
[7] Does not include logging.
[8] Includes banks, real estate, pipe-line transportation, trucking and transfer, railroads (other than repair shops), motor transportation (other than operation and maintenance), water transportation, hospitals (clinics), personal, business, mechanical repair, and miscellaneous services, and building construction.
[9] Includes financial institutions, miscellaneous services, and restaurants.
[10] Weighted percentage change including hired farm labor.
[11] Includes automobile dealers and garages, and sand, gravel and building stone.
[12] Less than 1/10 of 1 percent.
[13] Includes banks, insurance, and office employment.

INDUSTRIAL AND BUSINESS EMPLOYMENT IN PRINCIPAL METROPOLITAN AREAS

A comparison of employment and pay rolls in July and August 1938 is made in table 6 for 13 metropolitan areas which had a population of 500,000 or over in 1930. Cities within these areas, but having a population of 100,000 or over, are not included, as data concerning them are tabulated separately and are available on request.

Footnotes to the table indicate which cities are excluded. The figures represent reports from cooperating establishments and cover both full- and part-time workers in the manufacturing and nonmanufacturing industries presented in table 1 with the exception of building construction, and include also miscellaneous industries.

TABLE 6.—*Comparison of Employment and Pay Rolls in Identical Establishments in July and August 1938, by Principal Metropolitan Areas*

Metropolitan area	Number of establishments	Number on pay roll, August	Percentage change from July	Amount of pay roll (1 week) August	Percentage change from July
New York [1]	14,414	572,538	+2.9	$15,408,800	+3.0
Chicago [2]	4,527	411,901	+.7	11,289,913	+2.5
Philadelphia [3]	2,091	182,834	+1.7	4,895,106	+2.3
Detroit	1,769	179,140	−1.7	5,775,403	+3.4
Los Angeles [4]	3,003	146,261	+.1	4,239,781	+.4
Cleveland	1,753	11,805	+2.2	2,836,351	+6.6
St. Louis	1,547	119,305	+1.2	2,909,611	+2.5
Baltimore	1,186	95,540	+1.2	2,208,140	+2.9
Boston [5]	1,578	103,619	+2.8	2,822,142	+2.9
Pittsburgh	1,144	156,248	+1.4	3,845,406	+10.1
San Francisco [6]	1,712	83,865	+2.1	2,502,010	+5.0
Buffalo	875	64,035	+.7	1,776,304	+4.5
Milwaukee	1,168	90,756	−1.3	2,411,900	+1.9

[1] Does not include Elizabeth, Jersey City, Newark, or Paterson, N. J., nor Yonkers, N. Y.
[2] Does not include Gary, Ind.
[3] Does not include Camden, N. J.
[4] Does not include Long Beach, Calif.
[5] Figures relate to city of Boston only.
[6] Does not include Oakland, Calif.

UNEMPLOYMENT IN FOREIGN COUNTRIES IN THE SUMMER OF 1938

IN MANY countries the volume of unemployment in the third quarter of 1938 was higher than in the corresponding period of 1937, following a tendency that was apparent in the second quarter of the year. This situation is reflected in statistics covering trade-union experience, unemployed registered with public exchanges, and compulsorily insured workers.

In France and Great Britain the available figures show that unemployment was heavier in September 1938 than in September 1937. However, the number of unemployed on the live register in Germany and Poland decreased sharply during the same period. A comparison of the returns between August and September 1938 shows an increase in unemployment for all of these countries except Germany.

Comparing conditions between August 1937 and 1938 the returns for Canada, Denmark, and Sweden indicate that more persons were out of work in 1938. In contrast, an improvement is reported for the Netherlands.

The table following gives statistics of unemployment in foreign countries as officially reported, by years from 1932 to 1937, and by months beginning with August 1937 and including the latest month for which figures are available. Beyond comparisons of the figures in a single series for different periods, it is not possible to use the official unemployment statistics to measure volume of unemployment in a single country or to compare conditions in one country with those in another, owing to the fact that the coverage is not always complete. For example, only insured persons may be reported in some instances, or certain classes, such as agricultural labor, may be excluded.

Statement of Unemployment in Foreign Countries

Year and date (end of month)	Australia		Austria	Belgium			
	Trade-unionists unemployed		Compulsory insurance, number of unemployed in receipt of benefit	Unemployment-insurance societies			
				Wholly unemployed		Partially unemployed	
	Number	Percent		Number	Percent	Number	Percent
1932	120,454	29.4	309,969	161,468	19.0	175,259	20.7
1933	104,035	25.1	328,844	168,033	17.0	170,023	17.2
1934	86,865	20.5	287,528	182,855	19.0	166,229	17.2
1935	71,823	15.6	261,768	165,469	17.9	118,754	12.8
1936	53,992	12.2	259,185	122,256	13.4	91,451	10.0
1937	41,823	9.3	231,313	104,785	11.5	89,281	9.8
1937							
August			178,081	88,825	9.8	89,606	9.9
September	42,145	9.3	176,308	90,574	9.9	84,282	9.3
October			188,262	91,993	10.1	81,504	8.9
November			224,166	115,564	12.7	110,176	12.1
December	37,558	8.2	268,784	136,298	14.9	147,510	16.1
1938							
January			302,263	146,678	16.0	178,668	19.4
February			300,294	141,499	15.3	164,444	17.8
March	37,111	8.0	263,000	131,007	14.2	136,510	14.8
April			[1] 280,000	121,734	13.1	136,141	14.7
May			[1] 246,000	121,763	13.1	171,217	18.4
June	39,824	8.6	[1] 190 000	115,382	12.3	158,064	16.8
July			[1] 92,000	114,555	12.1	152,286	16.1

Year and date (end of month)	Canada	Czechoslovakia			Danzig, Free City of	Denmark	
	Percent of trade-unionists unemployed	Number of unemployed on live register	Trade-union insurance funds—unemployed in receipt of benefit		Number of unemployed registered	Trade-union unemployment funds—unemployed	
			Number	Percent		Number	Percent
1932	22.0	554,059	184,555	13.5	33,244	99,508	31.7
1933	22.3	738,267	247,613	16.9	31,408	97,417	28.8
1934	18.2	676,994	245,953	17.4	20,326	81,756	22.2
1935	15.4	686,269	235,623	15.9	17,983	76,195	19.8
1936	13.3	622,687	208,539	13.1	13,553	78,669	19.3
1937	10.7	408,949	151,167	8.8	8,009	95,103	21.9
1937							
August	7.6	233,318	108,063	6.2	2,984	65,853	15.1
September	7.7	230,692	106,496	6.1	2,910	72,387	16.5
October	8.9	237,737	107,782	6.1	3,800	84,684	19.2
November	11.2	333,455	132,364	7.5	5,028	103,878	23.5
December	13.0	459,142	177,972	10.0	9,714	153,384	34.6
1938							
January	12.4	519,002	222,050	12.4	10,223	130,288	29.2
February	13.7	511,288	220,138	12.3	8,580	124,228	27.7
March	12.8	434,506	204,132	11.4	4,722	99,076	22.1
April	13.1	360,849	173,487	9.7	3,157	90,983	20.3
May	13.2	284,785	145,692	8.4	2,022	78,541	17.5
June	13.5	224,170	121,827	6.8	1,544	75,227	16.7
July	14.0	184,118	107,596	6.0	1,139	[2] 77,911	17.3
August	11.6	[2] 164,998			1,048	[2] 74,475	16.2

[1] Revised series.
[2] Preliminary figure.

Statement of Unemployment in Foreign Countries—Continued

Year and date (end of month)	Estonia	Finland	France	Germany	Great Britain
	Number unemployed remaining on live register	Number of unemployed registered	Number of unemployed in receipt of benefit	Number of unemployed registered	Number of persons registered with employment exchanges
1932	7,121	17,581	273,412	[2] 5,579,858	2,757,000
1933	8,210	17,139	276,033	4,733,014	2,520,616
1934	2,970	10,011	345,033	2,718,309	2,159,231
1935	1,779	7,163	426,931	[3] 2,151,039	2,036,422
1936	1,276	4,796	432,120	[3] 1,592,630	1,754,975
1937	1,158	3,763	350,458	[3] 912,312	
1937					
August	470	2,794	311,315	509,257	1,358,621
September	473	3,450	305,341	469,053	[1] 1,339,204
October	788	3,705	319,223	501,847	1,390,249
November	1,473	3,924	332,850	572,621	1,499,203
December	1,726	3,770	365,452	994,784	1,665,407
1938					
January	2,255	4,579	403,813	1,051,745	1,827,607
February	1,798	4,544	412,386	946,431	1,810,421
March	1,805	3,635	398,254	507,649	1,748,981
April	1,302	3,462	393,054	422,530	1,747,761
May	872	2,963	380,826	338,355	1,778,805
June	684	2,414	362,899	292,240	1,802,912
July	519	2,186	344,517	218,328	1,773,118
August	522	2,747	338,383	178,762	1,759,242
September	1,007		338,409	155,933	1,798,618

Year and date (end of month)	Great Britain and Northern Ireland				Hungary		
	Compulsory insurance				Employment exchanges, applications for work	Trade-unionists unemployed	
	Wholly unemployed		Temporary stoppages				
	Number	Percent	Number	Percent		Christian (Budapest)	Social Democratic
1932	2,272,590	17.6	573,805	4.5	66,235	1,026	29,772
1933	2,110,090	16.4	456,678	3.5	60,595	1,085	26,716
1934	1,801,913	13.9	368,906	2.9	52,157	996	22,291
1935	1,714,844	13.2	312,958	2.3	52,048	967	18,315
1936	1,497,587	11.3	251,379	1.9	52,114	800	15,637
1937	1,277,928	9.4	204,020	1.5	48,359	945	14,279
1937							
August	1,148,487	8.6	208,941	1.6	45,904	843	12,584
September	1,138,731	8.5	194,997	1.5	44,946	864	12,895
October	1,215,000	8.9	179,856	1.3	45,187	896	12,896
November	1,284,386	9.4	222,204	1.6	36,968	1,116	13,840
December	1,338,850	9.8	326,026	2.4	46,132	1,211	16,163
1938							
January	1,466,354	10.7	351,483	2.6	49,832	1,270	19,108
February	1,466,887	10.7	340,630	2.5	50,442	1,211	18,142
March	1,425,596	10.4	338,483	2.5	50,850	1,150	17,486
April	1,394,315	10.2	365,599	2.7	47,423	1,061	18,476
May	1,375,768	10.0	404,303	3.0	46,445	1,022	18,767
June	1,351,865	9.9	477,617	3.5	45,415	1,214	19,191
July	1,338,509	9.8	480,569	3.5	45,454	1,205	19,134
August	1,333,082	9.7	447,161	3.3			
September	1,387,087	10.1	419,695	3.1			

[1] New series.
[3] Includes the Saar.

Statement of Unemployment in Foreign Countries—Continued

Year and date (end of month)	Irish Free State	Japan		Latvia	Netherlands	
	Compulsory insurance—number unemployed	Official estimates, unemployed		Number unemployed remaining on live register	Unemployment insurance societies—unemployed	
		Number	Percent		Number	Percent
1932	62,817	485,681	6.8	14,587	153,500	29.5
1933	72,255	408,710	5.6	8,156	163,000	31.0
1934	103,671	372,941	5.0	4,972	160,400	32.1
1935	[4] 119,498	356,044	4.6	4,825	173,673	36.3
1936	99,834	338,365	4.3	3,851	168,668	36.2
1937	82,425	295,443	3.7	3,014	137,700	29.2
1937						
August	65,670	277,258	3.5	1,093	124,610	26.3
September	68,928	275,938	3.5	1,075	124,012	26.1
October	68,809	281,215	3.4	1,077	126,621	26.6
November	94,414	270,418	3.4	2,304	138,118	28.9
December	97,855	270,592	3.4	3,968	155,959	32.4
1938						
January	105,449	271,874	3.4	4,123	166,288	34.5
February	104,829	265,845	3.3	4,071	156,575	31.2
March	102,515	----------	----------	3,622	142,578	29.2
April	100,076	----------	----------	2,611	133,106	27.0
May	97,571	----------	----------	1,313	128,016	26.0
June	71,959	----------	----------	1,148	112,118	25.1
July	68,320	----------	----------	887	119,624	24.5
August	70,552	----------	----------	665	[3] 118,540	24.2
September	70.411	----------	----------	----------	----------	----------

Year and date (end of month)	New Zealand	Norway			Poland	Rumania
	Number unemployed registered by employment exchanges [2]	Trade-unionists (10 unions) unemployed		Number unemployed remaining on live register	Number unemployed registered with employment offices	Number unemployed remaining on live register
		Number	Percent			
1932	51,549	14,790	30.8	32,705	255,582	38,899
1933	46,971	16,588	33.4	35,591	249,660	29,060
1934	39,235	15,963	30.7	35,121	342,166	16,871
1935	38,234	14,783	25.3	36,103	381,935	13,852
1936	36,890	13,267	18.8	32,643	367,327	13,549
1937	----------	16,532	20.0	28,520	375,088	10,851
1937						
August	27,323	13,221	15.6	20,045	261,386	5,878
September	25,053	14,503	17.0	25,431	252,719	6,083
October	[1] 14,682	16,286	19.1	29,063	263,615	6,343
November	11,276	18,827	22.0	32,239	329,474	8,341
December	8,367	22,687	26.6	33,906	463,175	12,135
1938						
January	8,056	24,746	28.9	33,046	546,947	12,096
February	7,241	24,321	28.2	35,311	547,983	11,927
March	6,695	22,916	26.5	34,104	493,000	10,907
April	7,215	21,256	24.5	29,850	393,291	7,957
May	8,314	17,853	20.5	25,693	304,336	----------
June	8,721	16,197	18.5	22,938	296,322	----------
July	6,823	14,843	16.9	20,144	276,759	----------
August	3,929	----------	----------	21,068	211,076	----------
September	2,154	----------	----------	26,105	213,781	----------

[1] New series.
[2] Preliminary figure.
[4] Incomplete figures.
[3] New series from 1933 on.

Statement of Unemployment in Foreign Countries—Continued

Year and date (end of month)	Sweden		Switzerland				Yugoslavia
	Trade-unionists unemployed		Unemployment funds				
	Number	Percent	Wholly unemployed		Partially unemployed		Number of unemployed registered
			Number	Percent	Number	Percent	
1932	89,922	22.8	----------	9.1	----------	12.2	14,761
1933	97,316	23.7	----------	10.8	----------	8.5	15,996
1934	80,216	18.9	----------	9.8	----------	6.1	15,647
1935	81,385	16.1	----------	11.8	----------	5.9	16,752
1936	71,552	13.6	----------	13.2	----------	5.3	19,438
1937	67,351	11.6	----------	10.0	----------	2.5	21,650
1937							
August	40,953	7.1	34,800	6.7	10,900	2.0	10,845
September	43,474	7.5	36,404	6.8	11,194	2.1	12,250
October	52,870	9.0	40,000	7.6	13,000	2.4	13,719
November	69,533	11.7	50,000	9.5	16,200	3.0	18,494
December	109,621	18.5	71,613	13.4	18,877	3.5	29,988
1938							
January	92,909	15.4	77,900	14.0	20,900	4.0	44,234
February	89,614	14.5	75,900	13.6	23,400	4.4	42,145
March	84,474	13.7	52,007	9.6	25,074	4.7	36,413
April	71,812	11.6	42,100	7.5	24,200	4.6	29,184
May	56,281	9.1	37,900	6.8	24,900	4.7	18,023
June	57,285	9.3	34,005	6.3	25,580	4.7	14,828
July	49,093	8.0	32,700	5.8	24,800	4.6	13,049
August	50,461	8.1	----------	----------	----------	----------	10,973

Building Operations

SUMMARY OF BUILDING CONSTRUCTION IN PRINCIPAL CITIES, SEPTEMBER 1938 [1]

CONTRARY to the usual seasonal trend the value of permits issued in September was slightly higher (0.6 percent) than during August, due entirely to an increase of 7.2 percent in the value of new nonresidential construction. Permit valuations for new residential buildings declined 1.0 percent and the value of permits issued for additions, alterations, and repairs decreased 5.3 percent from August. These data are based on reports received by the Bureau of Labor Statistics from 2,169 identical cities.

Compared with September 1937 there was a gain of 55.1 percent in the value of permits issued for new residential building in September 1938 and of 5.7 percent in new nonresidential construction. Permit valuations for additions, alterations, and repairs were 19.0 percent below the level of a year ago. The permit valuation of all classes of building construction increased 20.6 percent from September 1937. Data for September 1937 and September 1938 are based on reports of building activity received from 1,622 identical cities.

Comparison of September 1938 with August 1938

A summary of building construction in 2,169 identical cities in August and September 1938 is given in table 1.

TABLE 1.—*Summary of Building Construction for Which Permits Were Issued in 2,169 Identical Cities, August and September 1938*

Class of construction	Number of buildings			Permit valuation		
	September 1938	August 1938	Percentage change	September 1938	August 1938	Percentage change
All construction	62,916	64,173	−2.0	$159,482,172	$158,564,073	+0.6
New residential	14,927	15,963	−6.5	86,293,102	87,135,092	−1.0
New nonresidential	11,871	11,563	+2.7	47,575,340	44,378,849	+7.2
Additions, alterations, and repairs	36,118	36,647	−1.4	25,613,730	27,050,132	−5.3

[1] More detailed information by geographic divisions and individual cities is given in a separate pamphlet entitled "Building Construction, September 1938," copies of which will be furnished upon request.

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A summary of permit valuations of housekeeping dwellings and the number of families provided for in new dwellings in 2,169 identical cities having a population of 1,000 and over, is shown in table 2 for September compared with August 1938.

TABLE 2.—*Permit Valuation of Housekeeping Dwellings and Number of Families Provided for in 2,169 Identical Cities, August and September 1938*

Type of dwelling	Permit valuation of housekeeping dwellings			Number of families provided for in new dwellings		
	September 1938	August 1938	Percentage change	September 1938	August 1938	Percentage change
All types	$85,058,918	$86,108,936	−1.2	23,479	23,218	+1.1
1-family	53,829,744	59,731,127	−9.9	14,055	14,889	−5.6
2-family [1]	2,748,447	3,487,019	−21.2	1,005	1,297	−22.5
Multifamily [2]	28,480,727	22,890,790	+24.4	8,419	7,032	+19.7

[1] Includes 1- and 2-family dwellings with stores.
[2] Includes multifamily dwellings with stores.

Comparison of September 1938 with September 1937

Table 3 presents a summary of the number of buildings and value of permits issued in 1,622 identical cities in September 1938 compared with the corresponding month of 1937.

TABLE 3.—*Summary of Building Construction for Which Permits Were Issued in 1,622 Identical Cities, September 1937 and September 1938*

Class of construction	Number of buildings			Permit valuation		
	September 1938	September 1937	Percentage change	September 1938	September 1937	Percentage change
All construction	61,604	61,552	+0.1	$156,338,114	$129,594,161	+20.6
New residential	14,441	10,990	+31.4	84,809,766	54,664,571	+55.1
New nonresidential	11,523	12,647	−8.9	46,371,265	43,853,281	+5.7
Additions, alterations, and repairs	35,640	37,915	−6.0	25,157,083	31,076,309	−19.0

Table 4 shows a comparison of the value of permits issued for housekeeping dwellings and the number of families provided for in new dwellings in 1,622 identical cities with a population of 2,500 and over in September 1938 with the corresponding month of the preceding year.

TABLE 4.—*Permit Valuation of Housekeeping Dwellings and Number of Families Provided for in 1,622 Identical Cities, September 1937 and September 1938*

Type of dwelling	Permit valuation of housekeeping dwellings			Number of families provided for in new dwellings		
	September 1938	September 1937	Percentage change	September 1938	September 1937	Percentage change
All types	$83,590,365	$53,034,137	+57.6	22,987	13,459	+70.8
1-family	52,407,391	42,349,075	+23.8	13,584	10,138	+34.0
2-family [1]	2,710,247	2,836,486	−4.5	988	1,095	−9.8
Multifamily [2]	28,472,727	7,848,576	+262.8	8,415	2,226	+278.0

[1] Includes 1- and 2-family dwellings with stores.
[2] Includes multifamily dwellings with stores.

Analysis by Size of City, September 1938

Table 5 shows the value of permits issued for building construction in September 1938 compared with August 1938 and September 1937, by size of city and by class of construction.

TABLE 5.—*Permit Valuation of Building Construction, by Size of City, September 1938*

Size of city	Number of cities	Total construction			New residential buildings		
		Permit valuation, September 1938	Percentage change from—		Permit valuation, September 1938	Percentage change from—	
			August 1938	September 1937		August 1938	September 1937
Total, all reporting cities	2,169	$159,482,172	+0.6	[1] +20.6	$86,293,102	−1.0	[1] +55.1
500,000 and over	14	61,881,416	+6.0	+44.2	39,344,834	+10.7	+120.5
100,000 and under 500,000	78	28,687,223	−6.4	+4.7	13,098,735	−14.7	+26.5
50,000 and under 100,000	95	15,284,714	−10.1	−3.0	7,411,624	+7.9	+61.6
25,000 and under 50,000	157	13,507,705	−2.1	+11.0	5,550,484	−20.3	+6.0
10,000 and under 25,000	437	21,774,438	+10.5	+29.7	10,681,813	−0.1	+23.0
5,000 and under 10,000	366	8,568,892	−13.4	−14.5	5,408,535	−9.7	+6.4
2,500 and under 5,000	475	6,633,726	+14.6	+46.0	3,313,741	−12.2	+15.2
1,000 and under 2,500	547	3,144,058	−5.7	.....	1,483,336	−23.7	.....

Size of city	New nonresidential buildings			Additions, alterations, and repairs			Population (census of 1930)
	Permit valuation, September 1938	Percentage change from—		Permit valuation, September 1938	Percentage change from—		
		August 1938	September 1937		August 1938	September 1937	
Total, all reporting cities	$47,575,340	+7.2	[1] +5.7	$25,613,730	−5.3	[1] −19.0	59,860,867
500,000 and over	13,914,095	−4.5	−3.8	8,622,487	+4.2	−18.6	21,449,853
100,000 and under 500,000	10,039,187	+16.0	+3.8	5,549,301	−16.6	−24.8	14,764,899
50,000 and under 100,000	3,954,037	−44.3	−38.1	3,919,053	+29.3	−18.1	6,316,614
25,000 and under 50,000	5,546,982	+47.8	+34.5	2,410,239	−21.6	−14.0	5,512,398
10,000 and under 25,000	8,180,273	+57.3	+84.2	2,912,352	−23.4	−20.6	6,678,574
5,000 and under 10,000	1,980,292	−24.6	−46.5	1,180,065	−7.7	−4.5	2,576,587
2,500 and under 5,000	2,756,399	+104.6	+160.3	563,586	−15.6	−7.3	1,691,524
1,000 and under 2,500	1,204,075	+7.1	.....	456,647	+70.9	.....	870,418

[1] Based on 1,622 reporting cities.

The permit valuation of housekeeping dwellings in the 2,169 identical cities reporting for August and September 1938, together with the number of family-dwelling units provided in new dwellings, by size of city, is given in table 6.

TABLE 6.—*Permit Valuation of Housekeeping Dwellings and Number of Families Provided for in 2,169 Identical Cities, by Size of City, August and September 1938*

Size of city	Permit valuation of house keeping dwellings			Number of families provided for in—							
				All types		1-family dwellings		2-family dwellings [1]		Multi-family dwellings [2]	
	September 1938	August 1938	Percentage change	September 1938	August 1938	September 1938	August 1938	September 1938	August 1938	September 1938	August 1938
Total, all reporting cities	$85,058,918	$86,108,936	−1.2	23,479	23,218	14,055	14,889	1,005	1,297	8,419	7,032
500,000 and over	39,114,834	35,452,746	+10.3	10,545	9,324	3,446	3,612	288	320	6,811	5,392
100,000 and under 500,000	12,978,675	14,997,262	−13.5	3,577	4,108	2,920	3,061	250	335	407	712
50,000 and under 100,000	7,334,624	6,794,483	+7.9	1,904	1,835	1,271	1,395	142	177	491	263
25,000 and under 50,000	5,520,484	6,820,071	−19.1	1,590	1,851	1,283	1,542	66	110	241	199
10,000 and under 25,000	10,283,072	10,640,599	−3.4	3,042	2,978	2,641	2,546	112	189	289	243
5,000 and under 10,000	5,044,935	5,739,220	−12.1	1,351	1,509	1,136	1,258	65	78	150	173
2,500 and under 5,000	3,313,741	3,723,306	−11.0	978	1,044	887	983	65	44	26	17
1,000 and under 2,500	1,468,553	1,941,249	−24.4	492	569	471	492	17	44	4	33

[1] Includes 1- and 2-family dwellings with stores.
[2] Includes multifamily dwellings with stores.

Construction During First 9 Months, 1937 and 1938

Cumulative totals for the first 9 months of 1938 compared with the same months of the preceding year are shown in table 7. The data are based on reports received from cities having a population of 2,500 and over.

TABLE 7.—*Permit Valuation of Building Construction, First 9 Months of 1937 and of 1938, by Class of Construction*

Class of construction	Permit valuation of building construction, first 9 months of—		
	1938	1937	Percentage change
All construction	$1,252,727,185	$1,271,843,844	−1.5
New residential	632,702,665	584,661,155	+8.2
New nonresidential	383,027,514	397,549,142	−3.7
Additions, alterations, and repairs	236,997,006	289,633,547	−18.2

Table 8 presents the permit valuation of housekeeping dwellings and number of family-dwelling units provided in cities with a population of 2,500 and over for the first 9 months of 1937 and 1938.

TABLE 8.—*Permit Valuation of Housekeeping Dwellings and Number of Families Provided for in New Dwellings, First 9 Months of 1937 and of 1938, by Type of Dwelling*

Type of dwelling	Permit valuation of housekeeping dwellings			Number of families provided for		
	First 9 months of—		Percentage change	First 9 months of—		Percentage change
	1938	1937		1938	1937	
All types	$625,677,698	$575,791,403	+8.7	171,842	143,120	+20.1
1-family	404,230,440	424,249,417	−4.7	101,913	96,710	+5.4
2-family [1]	24,697,601	25,083,074	−1.5	9,274	8,946	+3.7
Multifamily [2]	196,749,657	126,458,912	+55.6	60,655	37,464	+61.9

[1] Includes 1- and 2-family dwellings with stores.
[2] Includes multifamily dwellings with stores.

The information on building permits issued during August and September 1938 is based on reports received by the Bureau of Labor Statistics from 2,169 identical cities having a population of 1,000 and over. The data for September 1937 and 1938 are based on reports from 1,622 identical cities with a population of 2,500 and over.

The information is collected by the Bureau of Labor Statistics from local building officials, except in the States of Illinois, Massachusetts, New Jersey, New York, North Carolina, and Pennsylvania, where the State departments of labor collect and forward the information to the Bureau. The permit valuations shown in this report are estimates made by prospective builders on applying for permits to build. No land costs are included. Only building projects within the corporate limits of the cities enumerated are included in the Bureau's tabulation. In addition to permits issued for private and municipal building construction, the statistics include the value of contracts for Federal and State buildings in the cities covered by the report. Data concerning public buildings are collected by the Bureau from the various Federal and State agencies having the power to award contracts for building construction. In September 1938 the value of these public buildings amounted to $17,068,000; in August 1938, to $10,598,000; and in September 1937, to $12,407,000.

Construction from Public Funds

The value of contracts awarded and force-account work started during September 1938, August 1938, and September 1937 on construction projects financed from various Federal funds is shown in table 9.

TABLE 9.—*Value of Contracts Awarded and Force-Account Work Started on Projects Financed from Federal Funds, August and September 1938 and September 1937* [1]

Federal agency	Value of contracts awarded and force-account work started		
	September 1938	August 1938 [2]	September 1937 [2]
Total	$172,368,347	$205,031,668	$73,359,766
Public Works Administration:			
Federal	5,074,234	32,274,570	715,508
Non-Federal:			
N. I. R. A.	814,805	1,049,993	2,978,408
E. R. A. A.	65,258,015	43,984,364	11,980,118
Federal projects under The Works Program	2,176,376	4,045,964	9,747,825
Regular Federal appropriations	99,044,917	123,676,777	47,937,907

[1] Preliminary, subject to revision.
[2] Revised.

The value of public-building and highway construction awards financed wholly from appropriations from State funds, as reported by the various State governments for September 1938, August 1938, and September 1937 is shown in table 10.

TABLE 10.—*Value of Public-Building and Highway-Construction Awards Financed Wholly From State Funds*

Type of project	Value of contracts		
	September 1938	August 1938	September 1937
Public building	$1,780,545	$1,288,105	$2,332,117
Highway construction	9,717,212	6,820,383	10,453,119

Retail Prices

SUMMARY OF FOOD, ELECTRICITY, AND GAS PRICES

FOOD costs for September averaged 0.4 percent higher than for August due to advances for fresh pork and veal and eggs and to local increases in the price of fresh milk. The most significant change during the month was a marked decrease in the price of bread.

Residential rates for electricity were reduced in four cities between June and September. In two of these cities this reduction benefited the small consumer. A decrease in the heating value of gas manufactured by one company resulted in a slight increase in price.

FOOD PRICES IN SEPTEMBER 1938

FOOD costs increased 0.4 percent between August and September, the result of higher costs for pork and veal, seasonal increases in the price of eggs, and a sharp advance in the price of fresh milk in three cities. Marked decreases in the prices of flour and bread together with slightly lower costs for other commodity groups tended to offset these increases.

The food cost index for September was 78.7 percent of the monthly average of the 1923–25 period. It was 8.3 percent lower than in September 1937 when the index was 85.8. This decrease was shared by all commodity groups except eggs. Compared with September 1932 when the index was 66.7, food costs have advanced 18.0 percent. Food costs for September were, however, 27.1 percent lower than in the corresponding month of 1929 when the index was 108.0.

Details by Commodity Groups

The cost of cereals and bakery products declined 3.0 percent between August and September. The index for this group was 7.2 percent lower than for the corresponding period of last year and reached the lowest level since the spring of 1934. The price of flour,

which has tended downward for a year, declined 4.3 percent and was 19.2 percent lower than in September 1937. The most important price change for the group was a decrease of 4.2 percent in the price of white bread. Lower prices were reported from 20 cities, with concentration in the eastern cities. In other cities, the price was unchanged. Whole wheat and rye bread declined about 3.5 percent each. With the exception of a decrease of 1.7 percent for corn flakes, other price changes for items in this group were unimportant. The group index was 88.2 as compared with 95.1 for September 1937, a decline of 7.2 percent.

Meats showed an increase of 0.2 percent, resulting from higher costs for veal and fresh pork. Veal cutlets were 1.9 percent higher; pork chops rose 7.2 percent; and loin roast increased 8.1 percent. Price changes for cured pork items were unimportant. Other meats moved downward. Beef decreased 0.9 percent. Chuck roast and round steak averaged about 1.5 percent lower than last month. Minor changes were reported for the other beef items. Lamb decreased 1.4 percent. Changes were greatest for lamb chuck and rib chops which declined about 3 percent each. Roasting chickens were down 1.5 percent and canned salmon decreased 1.8 percent. Over the period of a year meats have declined 11.8 percent, a greater change than is recorded for any other group except fats and oils.

An increase of 1.5 percent in the cost of dairy products resulted primarily from marked increases in the price of fresh milk in New York City, Buffalo, and Atlanta. The average price of butter showed little change, with minor increases and decreases offsetting each other. Butter was 19.2 percent lower than 1 year ago. Cheese decreased 1.4 percent.

The seasonal increase in the cost of eggs amounted to 13.3 percent during the month with the price of eggs 4.1 percent higher than in September 1937. Increases in all regions were markedly greater than for the same period in 1937, with the exception of the cities in the Mountain and Pacific areas.

The recent decline in the cost of fruits and vegetables was retarded, with a decrease of 0.1 percent reported for the month. Prices of all of the green vegetables increased. The greatest advance was 30.8 percent, for green beans. Potatoes declined 2.0 percent, onions 7.0 percent, and sweetpotatoes 22.9 percent. The price of apples showed little change. Lemons decreased 2.1 percent, while bananas rose 1.9 percent and oranges advanced 2.5 percent. The steady decline in the cost of canned goods continued with a decrease of 1.4 percent. Prices were lower throughout the canned foods group with the greatest reductions reported for peaches and peas. A decline of 1.4 percent in the price of navy beans was the largest change for the dried items.

The cost of beverages and chocolate showed practically no change. Coffee continued its decline with a decrease of 0.5 percent.

Fats and oils declined 0.6 percent, moving with the price of lard which decreased 0.9 percent. The index for this group was 13.7 percent lower than 1 year ago. An advance of 1.0 percent was shown for shortenings sold in cartons. Shortenings sold in other containers rose 3.4 percent. With the exception of peanut butter, which showed an increase of 1.7 percent, other items showed little change.

The cost of sugar and sweets decreased 1.0 percent. The index for this group was 6.4 percent lower than in September 1937. The price of sugar continued its trend downward declining 1.5 percent between August and September. Prices of other items in the group averaged slightly lower.

Indexes of retail food costs for September and August 1938, together with indexes for September 1937, 1932, and 1929 are shown in table 1. The accompanying chart shows the trend in the cost of all foods and of each major commodity group for the period from January 1929 to September 1938, inclusive.

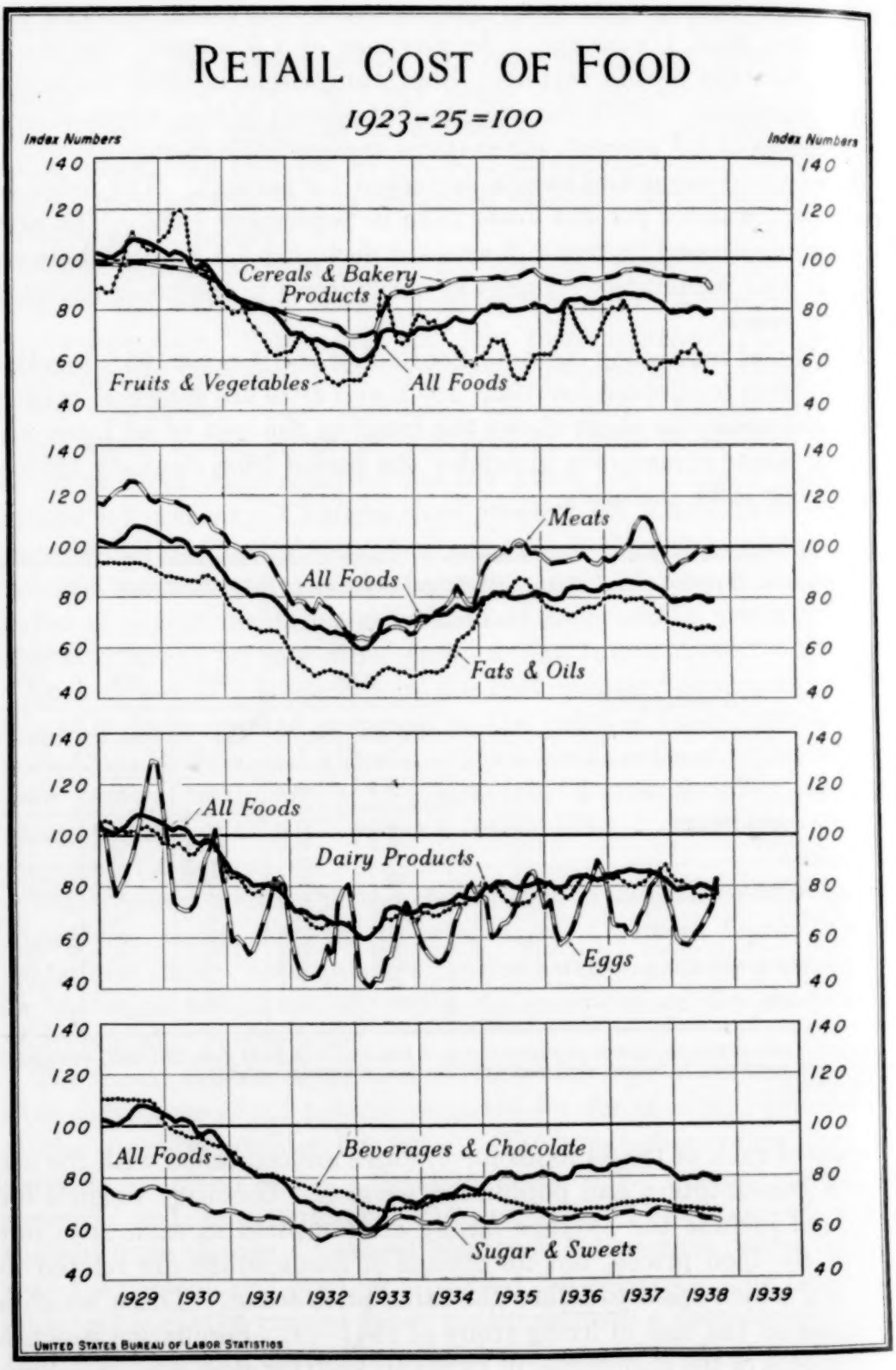
TABLE 1.—*Indexes of Retail Food Costs in 51 Large Cities Combined,*[1] *by Commodity Groups, September and August 1938, and September, 1937, 1932, and 1929*

[1923-25=100]

Commodity group	1938		1937	1932	1929
	Sept. 13 [2]	Aug. 16	Sept. 14	Sept. 15	Sept. 15
All foods	78.7	78.4	85.8	66.7	108.0
Cereals and bakery products	88.2	91.0	95.1	74.3	98.6
Meats	98.2	98.0	111.4	75.8	124.7
Dairy products	77.2	76.1	83.9	65.4	103.0
Eggs	82.2	72.5	79.0	62.4	108.9
Fruits and vegetables	54.9	[3] 55.0	59.2	52.8	107.6
Fresh	52.7	[3] 52.7	56.3	51.3	108.6
Canned	76.3	77.4	82.0	69.2	96.3
Dried	59.5	59.6	72.2	54.4	107.1
Beverages and chocolate	66.4	66.5	70.4	74.6	110.2
Fats and oils	67.7	68.1	78.4	51.3	93.4
Sugar and sweets	62.3	62.9	66.5	58.2	75.9

[1] Aggregate costs of 42 foods in each city prior to Jan. 1, 1935, and of 84 foods since that date, weighted to represent total purchases, have been combined with the use of population weights.
[2] Preliminary.
[3] Revised.

Prices of each of the 84 foods for 51 cities are combined with the use of both consumption and population weights. Quantity weights for each food include the average family consumption in each city, not only of the food priced, but for groups of foods which are related in kind and which seem to follow the same price trend. These weights are based on the cost of living study of 1917–19. Population weights are averages of the population in 1920 and 1930 for each city, including adjacent metropolitan areas and cities of over 50,000 in the same region.


RETAIL COST OF FOOD
1923-25=100
Index Numbers
Index Numbers
140
120
100
80
60
40
Cereals & Bakery Products
Fruits & Vegetables
All Foods
Meats
All Foods
Fats & Oils
All Foods
Dairy Products
Eggs
All Foods
Beverages & Chocolate
Sugar & Sweets
1929
1930
1931
1932
1933
1934
1935
1936
1937
1938
1939
UNITED STATES BUREAU OF LABOR STATISTICS

Prices of 53 of the 84 foods included in the index were lower in September than in August, 29 were higher, and 2 showed no change. Prices of 77 items were lower than in September 1937 and 7 were higher.

Average prices of each of the 84 foods for 51 cities combined are shown in table 2 for September and August 1938, and September 1937.

TABLE 2.—*Average Retail Prices of 84 Foods in 51 Large Cities Combined, September and August 1938 and September 1937*

[* Indicates the foods included in indexes prior to Jan. 1, 1935]

Article		1938		1937
		Sept. 13 [1]	Aug. 16	Sept. 14
Cereals and bakery products:				
Cereals:		*Cents*	*Cents*	*Cents*
*Flour, wheat	pound	3.8	3.9	4.8
*Macaroni	do	14.8	14.8	15.4
*Wheat cereal	28-oz. package	24.4	24.4	24.6
*Corn flakes	8-oz. package	7.3	7.4	7.8
*Corn meal	pound	4.7	4.7	5.5
Hominy grits	24-oz. package	8.7	8.7	9.8
*Rice	pound	7.7	7.7	8.4
*Rolled oats	do	7.2	7.2	7.5
Bakery products:				
*Bread, white	do	8.4	8.7	8.9
Bread, whole-wheat	do	9.4	9.7	9.8
Bread, rye	do	9.7	10.0	10.0
Cake	do	25.1	25.2	25.2
Soda crackers	do	16.1	16.2	17.6
Meats:				
Beef:				
*Sirloin steak	do	40.4	40.7	48.5
*Round steak	do	37.6	38.2	44.1
*Rib roast	do	30.5	30.6	37.0
*Chuck roast	do	23.7	24.0	28.6
*Plate	do	15.8	15.7	18.9
Liver	do	25.9	26.1	25.5
Veal:				
Cutlets	do	43.4	42.6	45.7
Pork:				
*Chops	do	36.8	34.3	41.2
Loin roast	do	30.0	27.8	35.1
*Bacon, sliced	do	37.2	37.4	44.9
Bacon, strip	do	31.4	31.5	37.9
*Ham, sliced	do	48.5	48.4	53.0
Ham, whole	do	30.1	30.3	33.2
Salt pork	do	20.7	20.7	26.7
Lamb:				
Breast	do	12.5	12.5	15.2
Chuck	do	21.4	22.1	24.9
*Leg	do	28.1	27.9	31.7
Rib chops	do	35.9	37.0	41.2
Poultry:				
*Roasting chickens	do	32.1	32.6	36.5
Fish:				
Salmon, pink	16-oz. can	12.9	13.1	13.6
*Salmon, red	do	24.3	25.0	26.4
Dairy products:				
*Butter	pound	32.8	32.8	40.7
*Cheese	do	25.4	25.8	29.0
Cream	½ pint	14.4	14.4	14.7
Milk, fresh (delivered and store)	quart	12.2	11.9	12.5
*Milk, fresh (delivered)	do	12.6	12.3	12.7
Milk, fresh (store)	do	11.5	11.1	11.9
*Milk, evaporated	14½-oz. can	7.0	7.0	7.6
*Eggs	dozen	41.9	36.9	40.7

[1] Preliminary.

TABLE 2.—*Average Retail Prices of 84 Foods in 51 Large Cities Combined, September and August 1938 and September 1937*—Continued

Article	1938		1937
	Sept. 13	Aug. 16	Sept. 14
Fruits and vegetables:			
Fresh:	*Cents*	*Cents*	*Cents*
Apples—pound	4.6	4.6	4.6
*Bananas—do	6.1	5.9	6.3
Lemons—dozen	25.7	26.3	36.1
*Oranges—do	30.0	29.2	45.6
Beans, green—pound	9.2	7.1	8.9
*Cabbage—do	2.9	2.8	3.1
Carrots—bunch	5.1	4.6	5.2
Celery—stalk	7.4	7.1	8.4
Lettuce—head	8.4	8.0	9.7
*Onions—pound	3.4	3.6	3.8
*Potatoes—do	1.8	1.9	1.9
Spinach—do	8.6	8.4	9.4
Sweetpotatoes—do	3.7	4.8	4.1
Canned:			
Peaches—no. 2½ can	17.7	18.5	19.6
Pears—do	21.1	21.3	21.8
Pineapple—do	21.7	21.8	23.2
Asparagus—no. 2 can	28.6	29.1	29.7
Beans, green—do	11.0	11.2	11.8
*Beans with pork—16-oz. can	7.3	7.4	8.1
*Corn—no. 2 can	11.4	11.6	12.8
*Peas—do	14.7	15.3	16.0
*Tomatoes—do	8.8	8.9	9.1
Tomato soup—10½-oz. can	7.5	7.4	8.0
Dried:			
Peaches—pound	14.9	15.0	17.0
*Prunes—do	9.3	9.2	10.7
*Raisins—15-oz. package	9.9	9.9	10.3
Black-eyed peas—pound	7.8	7.9	9.6
Lima beans—do	9.3	9.3	11.5
*Navy beans—do	6.4	6.5	9.3
Beverages and chocolate:			
*Coffee—do	22.8	22.9	26.0
*Tea—¼ pound	17.8	17.8	18.2
Cocoa—8-oz. can	8.6	8.6	10.2
Chocolate—8-oz. package	16.1	16.1	16.5
Fats and oils:			
*Lard—pound	12.9	13.0	17.1
Shortening, other than lard:			
In cartons—do	13.3	13.2	15.1
In other containers—do	20.2	19.6	21.5
Salad oil—pint	24.6	24.7	25.2
Mayonnaise—½ pint	17.3	17.4	17.5
*Oleomargarine—pound	16.9	17.0	18.4
Peanut butter—do	18.4	18.1	19.6
Sugar and sweets:			
*Sugar—do	[1] 5.1	[1] 5.2	5.7
Corn sirup—24-oz. can	14.0	14.0	14.6
Molasses—18-oz. can	13.6	13.7	14.5
Strawberry preserves—pound	21.4	21.5	22.1

[1] Quotations for 1938 are for sales in units of 10 pounds each. Prior to November 1937, prices were quoted on sales in units of various sizes. The change to a common unit, 10 pounds, resulted in a reduction of 1/10 of 1 cent per pound at the time of revision.

Details by Regions and Cities

The advance in food costs of 0.4 percent between August and September was the combined result of increased costs in 24 cities and decreased costs in 24 other cities. For 3 cities no change was recorded. Increases were more marked in cities in the Central areas. Decreases were more frequent in cities east of the Alleghenies. The greatest relative increases were reported from the widely separated cities of Buffalo of 1.8 percent, Springfield (Ill.), 1.7 percent, and St. Paul, 1.6 percent. In each of these cities, prices of fresh fruits and

vegetables advanced sharply. In Buffalo, the price of fresh milk rose 2 cents a quart, and cream also advanced. Eggs increased 22.1 percent in Springfield. St. Paul reported higher prices for both coffee and tea, contrary to the general movement for these items. Two other widely separated cities, Manchester and Butte, showed the largest decrease, 2.7 percent. Marked declines in prices of fresh fruits and vegetables were reported in both cities and the advance for eggs was less than average.

TABLE 3.—*Indexes of the Average Retail Cost of All Foods, by Regions and Cities,*[1] *September and August 1938, and September 1937*

[1923-25=100]

Region and city	1938		1937	Region and city	1938		1937
	Sept. 13 [2]	Aug. 16	Sept. 14		Sept. 13 [2]	Aug. 16	Sept. 14
United States	78.7	78.4	85.8	West North Central—Con.			
New England	77.5	78.0	85.6	St. Louis	83.9	83.4	90.1
Boston	76.2	76.2	84.0	St. Paul	78.8	77.6	83.3
Bridgeport	81.2	82.7	90.9	South Atlantic	77.7	77.3	84.8
Fall River	79.3	80.7	87.5	Atlanta	71.7	71.6	82.4
Manchester	79.2	81.4	86.0	Baltimore	83.8	82.9	88.8
New Haven	80.4	81.6	89.7	Charleston, S. C	79.2	79.3	85.8
Portland, Maine	78.1	79.0	85.4	Jacksonville	77.5	77.7	81.6
Providence	76.9	77.8	84.7	Norfolk	75.6	75.7	83.5
				Richmond	71.9	71.3	80.5
Middle Atlantic	79.7	[3] 79.3	86.7	Savannah	77.6	77.8	85.2
Buffalo	75.8	74.5	82.7	Washington, D. C	80.7	79.7	87.6
Newark	81.5	81.8	88.7				
New York	81.2	[3] 80.2	87.6	East South Central	72.6	72.8	81.3
Philadelphia	80.2	80.6	88.2	Birmingham	68.5	69.0	78.2
Pittsburgh	78.8	78.3	84.9	Louisville	80.7	80.3	89.1
Rochester	76.0	77.6	84.5	Memphis	75.1	75.0	81.2
Scranton	73.0	73.4	81.2	Mobile	74.5	75.6	80.9
East North Central	79.1	78.2	86.4	West South Central	77.6	77.8	83.3
Chicago	80.1	79.0	87.6	Dallas	74.3	74.7	81.5
Cincinnati	79.6	79.2	87.2	Houston	77.5	77.4	82.6
Cleveland	80.5	79.4	84.9	Little Rock	73.0	72.5	81.0
Columbus, Ohio	76.4	76.1	83.5	New Orleans	83.5	83.9	87.3
Detroit	77.3	76.4	86.4				
Indianapolis	78.1	78.2	84.7	Mountain	79.7	80.1	87.3
Milwaukee	81.2	80.4	89.9	Butte	77.0	79.1	83.0
Peoria	79.4	78.5	84.9	Denver	81.9	82.4	89.7
Springfield, Ill	77.1	75.9	83.2	Salt Lake City	76.5	76.2	84.3
West North Central	80.5	79.8	87.2	Pacific	76.5	[3] 76.4	82.6
Kansas City	79.9	79.1	87.0	Los Angeles	71.2	71.4	78.8
Minneapolis	82.3	81.1	88.0	Portland, Oreg	78.2	[3] 79.4	85.6
Omaha	73.5	73.6	82.6	San Francisco	82.0	81.1	85.8
				Seattle	77.7	77.9	84.2

[1] Aggregate costs of 42 foods in each city prior to Jan. 1, 1935, and of 84 foods since that date, weighted to represent total purchases, have been combined for regions and for the United States with the use of population weights.
[2] Preliminary.
[3] Revised.

ELECTRICITY PRICES, SEPTEMBER 1938

RESIDENTIAL rates for electricity are secured quarterly from 51 cities. These rates are used for computing average prices and typical bills in each city for the quantities of electricity which most nearly approximate the consumption requirements for the usual domestic

services for a five-room house, including living room, dining room, kitchen, and two bedrooms. The blocks of consumption which have been selected as representative of average conditions throughout the country are 25 and 40 kilowatt-hours for the use of electricity for lighting and small appliances alone; 100 kilowatt-hours for lighting, small appliances, and a refrigerator; and 250 kilowatt-hours for the addition of an electric range to the preceding equipment.

The December report shows prices effective for that month in each city, together with a record of all changes which occurred during the preceding 12 months. Reports for March, June, and September show only the changes which occurred during the preceding quarter.

Technical specifications which are used as the basis for the application of the rate schedules are:

Floor area (1,000 square feet).	
Connected load:	*Watts*
Lighting and appliances	700
Refrigeration	300
Cooking	6,000
Measured demand:	
Lighting and appliances	600
Refrigeration	100
Cooking	2,300
Outlets: Fourteen 50-watt.	
Active room count: In accordance with schedule of rates.	

Price Changes Between June and September 1938

Residential rates for electricity were reduced between June and September 1938 in the following four cities, one of which is located in the Middle Atlantic area, one in the East North Central area, and two in the West South Central area: Rochester, Milwaukee, Dallas, and New Orleans.

Decreases were effective for the use of 25 and 40 kilowatt-hours in only two of the cities, Dallas and New Orleans. The greater reduction in both Dallas and New Orleans was received by customers using a maximum of 40 kilowatt-hours. This reduction amounted to 12.6 percent for Dallas and 21.1 percent for New Orleans.

Customers using 100 kilowatt-hours received reductions in all four cities. These decreases were greater in Dallas and New Orleans than in Rochester and Milwaukee. The amount of decrease ranged from 3.3 percent in Rochester to 12.7 percent in New Orleans.

The cost of 250 kilowatt-hours showed a slight increase of 0.3 percent for Rochester and a decline in the other three cities, with Dallas and New Orleans again showing larger decreases. These decreases varied from 2.0 percent in Milwaukee to 17.1 percent in New Orleans.

The slight decrease for each of the four services for a company in New York City serving the Boroughs of Bronx, Brooklyn, Manhattan, and Queens reflected an adjustment under the fuel clause for a decline in the price of fuel.

Changes in net monthly bills and average prices of electricity between June and September 1938 are shown in table 4 for five cities.

TABLE 4.—*Changes in Retail Prices of Electricity Between June 15 and Sept. 15, 1938—Monthly Bill, Price per Kilowatt-Hour, and Percentage Change*

Region, city, and date	Type of ownership [1]	Net monthly bill				Net monthly price per kilowatt-hour			
		25 kilowatt-hours	40 kilowatt-hours	100 kilowatt-hours	250 kilowatt-hours	25 kilowatt-hours	40 kilowatt-hours	100 kilowatt-hours	250 kilowatt-hours
		Lighting and small appliances	Lighting and small appliances	Lighting, appliances, and refrigerator	Lighting, appliances, refrigerator, and range	Lighting and small appliances	Lighting and small appliances	Lighting, appliances, and refrigerator	Lighting, appliances, refrigerator, and range
Middle Atlantic:									
New York:									
Company 1: [2] [3]						*Cents*	*Cents*	*Cents*	*Cents*
June 15, 1938	P	$1.71	$2.49	$4.88	$8.29	6.8	6.2	4.9	3.3
Sept. 15, 1938 [4]	P	$1.71	$2.48	$4.86	$8.24	6.8	6.2	4.9	3.3
Percentage change [5]		−0.3	−0.3	−0.4	−0.6				
Rochester:									
June 15, 1938	P	$1.59	$2.26	$4.56	$7.81	6.3	5.7	4.6	3.1
Sept. 15, 1938	P	$1.59	$2.26	$4.41	$7.83	6.3	5.7	4.4	3.1
Percentage change [5]				−3.3	+0.3				
East North Central:									
Milwaukee:									
June 15, 1938	P	$1.41	$1.90	$3.48	$6.35	5.7	4.8	3.5	2.5
Sept. 15, 1938	P	$1.41	$1.90	$3.35	$6.23	5.7	4.8	3.4	2.5
Percentage change [5]				−3.6	−2.0				
West South Central:									
Dallas:									
June 15, 1938	P	$1.19	$1.90	$4.30	$8.10	4.8	4.8	4.3	3.2
Sept. 15, 1938	P	$1.06	$1.66	$3.91	$7.51	4.2	4.2	3.9	3.0
Percentage change [5]		−10.8	−12.6	−9.1	−7.3				
New Orleans:									
June 15, 1938	P	$1.88	$2.85	$5.50	$10.25	7.5	7.1	5.5	4.1
Sept. 15, 1938	P	$1.58	$2.25	$4.80	$8.50	6.3	5.6	4.8	3.4
Percentage change [5]		−16.0	−21.1	−12.7	−17.1				

[1] Type of ownership is indicated as follows: P, private utility.
[2] Serving Bronx, Brooklyn, Manhattan, and Queens.
[3] Prices include a 3-percent sales tax.
[4] Prices include an adjustment for a decrease in the cost of fuel.
[5] Net monthly bills are computed to mills for purposes of comparison.

GAS PRICES, SEPTEMBER 1939

RESIDENTIAL rates for gas are secured quarterly from 50 cities. These rates are used in computing average prices and typical bills for each city for quantities of gas which approximate the average residential consumption requirements for each of four combinations of services.

The December report shows prices effective for that month in each city together with a record of all changes which occurred during the

preceding 12 months. Reports for March, June, and September show only the changes which occurred during the preceding quarter.

In order to put the rate quotations upon a comparable basis it is necessary to convert the normal consumption requirements used for computing monthly bills into an equivalent heating value expressed in therms (1 therm=100,000 B. t. u.). This procedure is necessary because of the wide range in the heating value of a cubic foot of gas between different cities. The equipment and blocks of consumption which have been selected as representative of average conditions throughout the country are based upon the requirements of a five-room house, including living room, dining room, kitchen, and two bedrooms.

These specifications are:

	Therms
Range	10.6
Range and manual-type water heater	19.6
Range and automatic-storage or instantaneous type water heater	30.6
Range, automatic-storage or instantaneous type water heater, and refrigerator	40.6

Price Changes Between June and September 1938

The only change reported in the cost of gas for domestic use between June and September 1938 was for one company in Pittsburgh. A slight increase in the net monthly bills and prices per therm was due to a decrease in the heating value of the gas from 1130 to 1113 B. t. u.

There was no change in the net monthly bill for the 10.6 therm service representing the use of gas for a range alone for this Pittsburgh company, since in both June and September 1938 the charge was the minimum bill of $1. The net monthly bills for September 1938 for the use of gas for major appliances in addition to a range and the percentage increases since June 1938 were as follows for the indicated services and blocks of consumption:

Service	Consumption		Net bill, September 1938	Percentage increase since June 1938
	Therms	Cubic feet		
Range and manual-type water heater	19.6	1,760	$1.06	1.7
Range and automatic water heater	30.6	2,750	1.65	1.5
Range, automatic water heater, and refrigerator	40.6	3,650	2.19	1.7

RETAIL PRICES OF FOOD IN MANILA, JUNE 1938

MARKED changes were reported in retail prices of ordinary food in the markets of Manila for June 1938, as compared with the same month in the preceding year.

According to a compilation of daily quotations by the Philippine Bureau of Commerce, the prices of 18 out of 38 commodities showed increases, 16 showed decreases, and the remaining 4 showed no change. In June 1938 the price of rice—the chief food of the people—was unusually high, the prices of the brands quoted in the table below being 22 and 25 percent above those of June 1937. In the Provinces the price situation is declared to be more alarming.[1]

Retail Prices of Foodstuffs in Manila June 1937 and 1938

[Peso=about 50 cents in U. S. currency.]

Commodity	Unit	Prices in June—		Percent of increase or decrease
		1938	1937	
		Pesos	*Pesos*	
Rice:				
Elon-elon	Ganta [1]	0.33	0.27	+22.22
Macon	do	.30	.24	+25.00
Coffee:				
Hawaiian	do	1.25	1.30	−3.85
Javanese	do	1.00	1.06	−5.66
Palembang	do	.93	.93	----------
Mung beans:				
Native	do	.30	.29	+3.45
Chinese	do	.36	.30	+20.00
Fish and other sea products:				
Bangus	1	.27	.23	+17.39
Kanduli	1	.30	.34	−11.76
Shrimps	Kilo [2]	.59	.45	+31.11
Meat:				
Beef	do	.52	.58	−10.34
Pork	do	.49	.55	−10.91
Fowls:				
Hens	1	.78	.71	+9.86
Roosters	1	.74	.73	+1.37
Chickens	1	.47	.47	----------
Vegetables:				
Beans (string), native	Kilo	.20	.24	−16.67
Onions, native	do	.21	----------	----------
Onions, imported	do	.19	.15	+26.67
Squash, red	1	.14	.11	+27.27
Squash, white	1	.14	.13	+7.69
Potatoes	Kilo	.12	.11	+9.09
Sweetpotatoes	do	.09	.11	−18.18
Tomatoes	100	.36	.72	−50.00
Fruits:				
Bananas:				
Lakatan	100	.79	.80	−1.25
Bungulan	100	.53	.58	−8.62
Latundan	100	.42	.47	−10.64
Saba	100	.40	.46	−13.04
Coconuts (matured)	1	.02	.05	−60.00
Papayas	1	.12	.15	−20.00
Miscellaneous:				
Milk, condensed	Ordinary can	.28	.28	----------
Eggs:				
Hen's:				
Native	100	3.04	2.55	+19.21
Chinese	100	2.85	2.30	+23.91
Duck's:				
Native	100	3.89	3.40	+14.41
Imported	100	3.69	3.15	+17.14
Sugar, brown	Kilo	.08	.13	−38.46
Sugar, refined	do	.13	.17	−23.53
Salt (white)	Ganta	.10	.05	+100.00
Vinegar	Liter [3] bottle	.09	.08	+12.50

[1] Ganta=2.72 quarts. [2] Kilo=2.2046 pounds. [3] Liter=0.908 dry quarts.

[1] Philippines. Department of Labor. Labor Bulletin, Manila, July 1938, pp. 17–18.

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Wholesale Prices

WHOLESALE PRICES IN SEPTEMBER 1938

SHARP advances in wholesale market prices of farm products and foods during September largely accounted for an increase of 0.3 percent in the all-commodity index of 813 price series. The advance partially offset the August decline and placed the index at 78.3 percent of the 1926 average, the level at which it stood in June. Although considerable activity has been evidenced in commodity prices this year, the range of movement in the all-commodity index since January has been only slightly more than 3 percent and during the last 6 months the variation has been less than 1 percent. The September index was 10.4 percent below the level for September a year ago.

The indexes for 5 of the 10 major group classifications advanced during September. Foods rose 2.1 percent; farm products, 1.2 percent; and hides and leather products, metals and metal products, and building materials, 0.1 percent. Chemicals and drugs declined 0.5 percent; fuel and lighting materials, 0.3 percent; and textile products and housefurnishing goods, 0.2 percent. The miscellaneous commodities group remained unchanged at the August level.

From September 1937 to September 1938, farm products prices declined 20.7 percent; foods, 15.3 percent; hides and leather products, 14.5 percent; textile products, 12.6 percent; building materials, 7.0 percent; miscellaneous commodities, 6.0 percent; housefurnishing goods, 5.4 percent; chemicals and drugs, 5.0 percent; and metals and metal products, 1.6 percent.

Average wholesale prices of raw materials rose 0.8 percent but were 14.7 percent lower than they were a year ago. The index for the semimanufactured commodities group advanced 0.4 percent, but was 12.4 percent lower than in September 1937. The index for the large group of finished products remained unchanged at 81.8, but was down 8.2 percent from a year ago.

Wholesale prices of nonagricultural commodities, as measured by the index for "All commodities other than farm products," advanced 0.1 percent. The group index, 80.4, was 8.2 percent lower than for September 1937.

According to the index for "All commodities other than farm products and foods," industrial commodities prices declined 0.1 per-

cent during September. The index, 81.3, was 5.4 percent lower than for the corresponding month of last year.

A comparison of the September level of wholesale prices with August 1938 and September 1937 is shown in table 1.

TABLE 1.—*Comparison of Index Numbers for September 1938 With August 1938 and September 1937*

[1926=100]

Commodity group	September 1938	August 1938	Change from a month ago	September 1937	Change from a year ago
			Percent		*Percent*
All commodities	78.3	78.1	+0.3	87.4	−10.4
Farm products	68.1	67.3	+1.2	85.9	−20.7
Foods	74.5	73.0	+2.1	88.0	−15.3
Hides and leather products	92.0	91.9	+.1	107.6	−14.5
Textile products	65.8	65.9	−.2	75.3	−12.6
Fuel and lighting materials	76.6	76.8	−.3	78.7	−2.7
Metals and metal products	95.5	95.4	+.1	97.1	−1.6
Building materials	89.5	89.4	+.1	96.2	−7.0
Chemicals and drugs	77.3	77.7	−.5	81.4	−5.0
Housefurnishing goods	86.2	86.4	−.2	91.1	−5.4
Miscellaneous	72.4	72.4	.0	77.0	−6.0
Raw materials	72.0	71.4	+.8	84.4	−14.7
Semimanufactured articles	74.7	74.4	+.4	85.3	−12.4
Finished products	81.8	81.8	.0	89.1	−8.2
All commodities other than farm products	80.4	80.3	+.1	87.6	−8.2
All commodities other than farm products and foods	81.3	81.4	−.1	85.9	−5.4

The number of changes within each group which influenced the movement of the all-commodity index in September is shown in table 2.

TABLE 2.—*Number of Commodities Changing in Price from August to September 1938*

Commodity group	Increases	Decreases	No change
All commodities	133	171	509
Farm products	28	35	4
Foods	32	48	42
Hides and leather products	7	5	29
Textile products	12	26	76
Fuel and lighting materials	7	9	8
Metals and metal products	19	14	113
Building materials	14	6	66
Chemicals and drugs	3	9	77
Housefurnishing goods	3	4	54
Miscellaneous	8	15	40

Wholesale Price Level in September 1938

Wholesale market prices of farm products rose 1.2 percent in September following the sharp drop registered during August. The advance was caused largely by increases of 0.5 percent in the livestock and poultry subgroup and 2.2 percent in "Other farm products." Quotations were higher for barley, oats, rye, heavy hogs, good to

choice steers, calves, ewes, live poultry, eggs, hops, fresh milk (New York), and onions. The subgroup of grains dropped 0.7 percent to the lowest point reached in the past 5 years, because of weakening prices for corn and wheat. Prices were lower also for lambs, wethers, cotton, apples, lemons, peanuts, seeds, dried beans, and sweet potatoes. The September farm products index, 68.1, was 20.7 percent lower than a year ago.

The foods group advanced 2.1 percent during the month to the highest level since January. Dairy products rose 5.8 percent and meats advanced 1.5 percent. Among the individual food items which averaged higher were butter, fresh milk, oatmeal, corn meal, dressed poultry, cocoa beans, raw and granulated sugar, and vinegar. The fruit and vegetable subgroup declined 3.1 percent and cereal products dropped 1.2 percent. Quotations were lower for dried peaches and prunes, bananas, canned peas, mutton, lard, tallow, soda crackers, macaroni, and vegetable oils. The food group index, 74.5, was 15.3 percent lower than a year ago.

Minor increases in prices for hides, skins, and leather caused the hides and leather products group index to rise 0.1 percent. Average wholesale prices for luggage declined and shoe prices were steady.

Continued decreases in prices for cotton goods, including print cloth, tire fabric, and cotton yarns, together with lower prices for cotton twine caused the index for the textile products group to decline 0.2 percent. Raw silk, thrown silk yarns, and silk hosiery prices were higher. Woolen and worsted goods remained steady.

The index for the fuel and lighting materials group declined 0.3 percent because of lower prices for Pennsylvania crude petroleum, gasoline, and kerosene. Average wholesale prices of coal and Pennsylvania fuel oil advanced and coke was steady.

The building materials and metals and metal products groups indexes advanced 0.1 percent during the month. Higher prices for nonferrous metals were responsible for the rise in the metals and metal products group index. The farm machinery and plumbing and heating subgroups declined fractionally. Iron and steel prices were firm. Advancing prices for face brick, and poplar, oak, and yellow pine lumber caused the building materials group index to advance. The paint and paint materials subgroup declined because of lower prices for turpentine and Chinawood oil. No changes were reported in prices of cement and structural steel.

Weakening prices for aqua ammonia, naphthalene flakes, palm oils, tankage, and mixed fertilizers brought about a decline of 0.5 percent in the chemical and drug group index.

The index for the housefurnishing goods group declined 0.2 percent to the lowest level reached since December 1936 because of lower prices for carpets and wooden furniture.

Average wholesale prices of cattle feed rose 0.9 percent during September. Pennsylvania neutral oil prices advanced sharply. Paper and pulp and crude rubber declined 0.6 percent.

Index numbers for the groups and subgroups of commodities for August and September 1938 and September 1937 are shown in table 3.

TABLE 3.—*Index Numbers of Wholesale Prices, by Groups and Subgroups of Commodities*

[1926=100]

Group and subgroup	September 1938	August 1938	September 1937
All commodities	**78.3**	**78.1**	**87.4**
Farm products	**68.1**	**67.3**	**85.9**
Grains	53.0	53.4	91.9
Livestock and poultry	81.0	80.6	106.7
Other farm products	64.0	62.6	71.2
Foods	**74.5**	**73.0**	**88.0**
Dairy products	72.8	68.8	84.8
Cereal products	76.1	77.0	86.1
Fruits and vegetables	55.5	57.3	64.0
Meats	87.3	86.0	113.4
Other foods	69.5	66.5	75.5
Hides and leather products	**92.0**	**91.9**	**107.6**
Shoes	100.8	100.8	107.5
Hides and skins	75.7	75.6	120.7
Leather	82.4	82.1	98.9
Other leather products	96.9	97.0	103.3
Textile products	**65.8**	**65.9**	**75.3**
Clothing	81.6	81.7	89.7
Cotton goods	64.1	64.4	76.8
Hosiery and underwear	59.9	59.8	66.5
Silk and rayon	29.5	29.2	32.4
Woolen and worsted goods	76.3	76.3	92.4
Other textile products	65.0	65.2	70.0
Fuel and lighting materials	**76.6**	**76.8**	**78.7**
Anthracite	79.1	77.9	78.7
Bituminous coal	98.4	98.1	99.2
Coke	104.2	104.2	105.0
Electricity	(1)	(1)	80.5
Gas	(1)	88.1	84.0
Petroleum products	56.4	56.7	62.2
Metals and metal products	**95.5**	**95.4**	**97.1**
Agricultural implements	95.5	95.5	94.2
Farm machinery	96.9	97.0	96.1
Iron and steel	97.3	97.3	99.8
Metals—Continued.			
Motor vehicles [2]	96.2	96.1	91.2
Nonferrous metals	73.5	72.9	92.6
Plumbing and heating	78.5	79.2	80.6
Building materials	**89.5**	**89.4**	**96.2**
Brick and tile	90.9	90.6	95.0
Cement	95.5	95.5	95.5
Lumber	90.4	90.2	99.0
Paint and paint materials	80.4	80.5	84.6
Plumbing and heating	78.5	79.2	80.6
Structural steel	107.3	107.3	114.9
Other building materials	91.3	91.3	100.8
Chemicals and drugs	**77.3**	**77.7**	**81.4**
Chemicals	81.0	81.4	85.7
Drugs and pharmaceuticals	74.8	74.8	78.3
Fertilizer materials	67.2	67.3	71.8
Mixed fertilizers	73.4	74.2	74.8
Housefurnishing goods	**86.2**	**86.4**	**91.1**
Furnishings	90.2	90.5	94.9
Furniture	82.1	82.2	87.1
Miscellaneous	**72.4**	**72.4**	**77.0**
Automobile tires and tubes	57.4	57.4	56.4
Cattle feed	67.6	67.0	81.2
Paper and pulp	81.9	82.4	93.4
Rubber, crude	33.3	33.5	38.4
Other miscellaneous	81.1	80.9	85.1
Raw materials	**72.0**	**71.4**	**84.4**
Semimanufactured articles	**74.7**	**74.4**	**85.3**
Finished products	**81.8**	**81.8**	**89.1**
All commodities other than farm products	**80.4**	**80.3**	**87.6**
All commodities other than farm products and foods	**81.3**	**81.4**	**85.9**

[1] Data not available.
[2] Preliminary revision.

Index Numbers by Commodity Groups, 1926 to September 1938

Index numbers of wholesale prices by commodity groups for selected years from 1926 to 1937, inclusive, and by months from September 1937 to September 1938, inclusive, are shown in table 4.

TABLE 4.—*Index Numbers of Wholesale Prices, by Groups of Commodities*

[1926=100]

Year and month	Farm products	Foods	Hides and leather products	Textile products	Fuel and lighting	Metals and metal products	Building materials	Chemicals and drugs	House-furnishing goods	Miscellaneous	All commodities
By years:											
1926	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1929	104.9	99.9	109.1	90.4	83.0	100.5	95.4	94.2	94.3	82.6	95.3
1932	48.2	61.0	72.9	54.9	70.3	80.2	71.4	73.5	75.1	64.4	64.8
1933	51.4	60.5	80.9	64.8	66.3	79.8	77.0	72.6	75.8	62.5	65.9
1936	80.9	82.1	95.4	71.5	76.2	87.0	86.7	80.4	81.7	70.5	80.8
1937	86.4	85.5	104.6	76.3	77.6	95.7	95.2	83.9	89.7	77.8	86.3
By months:											
1937:											
September	85.9	88.0	107.6	75.3	78.7	97.1	96.2	81.4	91.1	77.0	87.4
October	80.4	85.5	106.7	73.5	78.5	96.4	95.4	81.2	91.0	76.2	85.4
November	75.7	83.1	101.4	71.2	78.2	96.8	93.7	80.2	90.4	75.4	83.3
December	72.8	79.8	97.7	70.1	78.4	96.3	92.5	79.5	89.7	75.0	81.7
1938:											
January	71.6	76.3	96.7	69.7	78.3	96.6	91.8	79.6	88.3	75.2	80.9
February	69.8	73.5	94.7	68.6	78.5	96.0	91.1	79.1	88.0	74.8	79.8
March	70.3	73.5	93.6	68.2	77.7	96.0	91.5	78.7	87.7	74.4	79.7
April	68.4	72.3	92.1	67.2	76.8	96.3	91.2	77.5	87.3	73.4	78.7
May	67.5	72.1	91.3	66.1	76.2	96.7	90.4	76.8	87.2	73.1	78.1
June	68.7	73.1	90.1	65.5	76.4	96.1	89.7	76.3	87.1	72.9	78.3
July	69.4	74.3	91.5	66.1	76.8	95.2	89.2	77.7	86.4	72.7	78.8
August	67.3	73.0	91.9	65.9	76.8	95.4	89.4	77.7	86.4	72.4	78.1
September	68.1	74.5	92.0	65.8	76.6	95.5	89.5	77.3	86.2	72.4	78.3

The price trend for specified years and months since 1926 is shown in table 5 for the following groups of commodities: Raw materials, semimanufactured articles, finished products, commodities other than farm products, and commodities other than farm products and foods. The list of commodities included under the classifications "Raw materials," "Semimanufactured articles," and "Finished products" was given in the December 1937 issue of the Wholesale Price pamphlet.

TABLE 5.—*Index Numbers of Wholesale Prices, by Special Groups of Commodities*

[1926=100]

Year and month	Raw materials	Semimanufactured articles	Finished products	All commodities other than farm products	All commodities other than farm products and foods	Year and month	Raw materials	Semimanufactured articles	Finished products	All commodities other than farm products	All commodities other than farm products and foods
By years:						By months:					
1926	100.0	100.0	100.0	100.0	100.0	1938:					
1929	97.5	93.9	94.5	93.3	91.6	January	74.9	76.9	84.3	82.8	83.5
1932	55.1	59.3	70.3	68.3	70.2	February	73.6	76.1	83.3	81.9	83.0
1933	56.5	65.4	70.5	69.0	71.2	March	73.2	75.6	83.4	81.6	82.6
1936	79.9	75.9	82.0	80.7	79.6	April	71.3	75.3	82.7	80.8	82.0
1937	84.8	85.3	87.2	86.2	85.3	May	70.7	75.4	82.1	80.3	81.6
By months:						June	71.4	74.1	82.2	80.3	81.3
1937:						July	72.3	74.3	82.5	80.8	81.4
September	84.4	85.3	89.1	87.6	85.9	August	71.4	74.4	81.8	80.3	81.4
October	80.7	82.5	88.1	86.4	85.1	September	72.0	74.7	81.8	80.4	81.3
November	77.2	79.8	86.7	84.8	84.3						
December	75.4	77.7	85.3	83.5	83.6						

Weekly Fluctuations

Weekly variations in the major commodity classifications during August and September are shown by the index numbers in table 6. The percentage changes from week to week during September are given in table 7.

TABLE 6.—*Weekly Index Numbers of Wholesale Prices, by Commodity Groups, August and September 1938*

[1926=100]

Commodity group	Sept. 24, 1938	Sept. 17, 1938	Sept. 10, 1938	Sept. 3, 1938	Aug. 27, 1938	Aug. 20, 1938	Aug. 13, 1938	Aug. 6, 1938
All commodities	78.4	78.3	77.9	77.8	77.8	77.4	77.9	78.4
Farm products	68.9	68.8	67.7	67.1	67.3	65.9	67.0	68.7
Foods	75.0	74.8	73.7	73.0	73.0	72.0	72.2	73.5
Hides and leather products	92.3	92.4	92.8	92.5	92.4	92.5	92.5	92.2
Textile products	65.3	65.3	65.3	65.4	65.3	65.3	65.5	65.5
Fuel and lighting materials	77.5	77.6	77.1	77.2	77.6	77.6	78.0	77.7
Metals and metal products	95.6	95.5	95.4	95.4	95.4	95.5	95.5	95.5
Building materials	89.4	89.6	89.5	89.4	89.3	89.3	89.3	89.3
Chemicals and drugs	77.1	77.1	77.1	77.1	77.1	77.1	77.2	77.4
Housefurnishing goods	87.8	87.8	87.8	87.8	87.8	87.8	87.8	87.9
Miscellaneous	72.3	72.1	72.2	72.3	72.3	72.1	72.3	72.3
Raw materials	72.2	72.1	71.4	71.0	71.2	70.3	71.1	72.0
Semimanufactured articles	74.7	74.3	74.5	74.4	74.1	74.1	74.3	74.4
Finished products	82.2	82.3	81.9	81.9	81.9	81.7	82.0	82.4
All commodities other than farm products	80.5	80.5	80.2	80.2	80.2	80.0	80.3	80.6
All commodities other than farm products and foods	81.6	81.6	81.5	81.5	81.6	81.6	81.8	81.7

TABLE 7.—*Weekly Changes (Percentage) During September 1938, by Groups of Commodities*

Commodity group	Percentage change from—				
	Aug. 27 to Sept. 24	Sept. 17 to Sept. 24	Sept. 10 to Sept. 17	Sept. 3 to Sept. 10	Aug. 27 to Sept. 3
All commodities	+0.8	+0.1	+0.5	+0.1	0.0
Farm products	+2.4	+.1	+1.6	+.9	−.3
Foods	+2.7	+.3	+1.5	+1.0	.0
Hides and leather products	−.1	−.1	−.4	+.3	+.1
Textile products	.0	.0	.0	−.2	+.2
Fuel and lighting materials	−.1	−.1	+.6	−.1	−.5
Metals and metal products	+.2	+.1	+.1	.0	.0
Building materials	+.1	−.2	+.1	+.1	+.1
Chemicals and drugs	.0	.0	.0	.0	.0
Housefurnishing goods	.0	.0	.0	.0	.0
Miscellaneous	.0	+.3	−.1	−.1	.0
Raw materials	+1.4	+.1	+1.0	+.6	−.3
Semimanufactured articles	+.8	+.5	−.3	+.1	+.4
Finished products	+.4	−.1	+.5	.0	.0
All commodities other than farm products	+.4	.0	+.4	.0	.0
All commodities other than farm products and foods	.0	.0	+.1	.0	−.1

Wholesale Prices and Index Numbers of Individual Commodities

Since July 1935 the table showing prices and index numbers of individual commodities included in the composite index has been issued in mimeographed form and is available upon request. As a permanent record the prices and index numbers of individual commodities, together with the code numbers, are published semiannually in the June and December issues of the Wholesale Price pamphlet.

Estimated Value in Exchange and Relative Importance of Commodities

A mimeographed statement giving the estimated value in exchange and the relative importance of the individual items included in the Bureau of Labor Statistics' weighted index of wholesale commodity prices in the year 1937 and similar data by groups and subgroups of commodities for each year, 1926 through 1937, is available upon request.

Recent Publications of Labor Interest

OCTOBER 1938

Agriculture

Seasonal labor requirements for California crops. By R. L. Adams. Berkeley, University of California, 1938. 28 pp., map, charts. (Agricultural Experiment Station Bulletin 623; Paper 74, Giannini Foundation of Agricultural Economics.)

The problems of agricultural labor in Yugoslavia. By D. Yeremitch. (In International Labor Review, Geneva, August 1938, pp. 219–225.)

One of the reports prepared for the first session of the Permanent Agricultural Committee of the International Labor Office.

Child Labor and Child Welfare

City wage earners and their children. By Isador Lubin. (In The Child, U. S. Children's Bureau, Washington, August 1938, pp. 27–30.)

Child labor in Wisconsin, 1925–1937. Madison, Industrial Commission of Wisconsin, 1938. 34 pp., map, charts; mimeographed.

Civilian Conservation Corps

Standards of eligibility and selection for junior enrollees of Civilian Conservation Corps. Washington, U. S. Department of Labor, Office of the Secretary, 1938. 36 pp., map.

Cooperative Movement

Consumers' cooperation in the United States, 1920 to 1936. By Florence E. Parker. Washington, U. S. Bureau of Labor Statistics, 1938. 17 pp. (Serial No. R. 793, reprint from August 1938 Monthly Labor Review.)

Farmers' purchasing associations in Wisconsin. By Rudolph K. Froker and Joseph G. Knapp. Washington, U. S. Farm Credit Administration (in cooperation with Wisconsin Agricultural Experiment Station), 1937. 118 pp., maps, charts, illus. (Bulletin No. 20.)

A detailed examination of cooperative purchasing by farmers in Wisconsin, including financial, membership, and business policies of the associations, with comparative standards for measuring operating efficiency. Contains detailed accounts of the structure, methods, and operations of large-scale (wholesale) purchasing organizations.

Statistique des sociétés coopératives [*Bulgaria*], *1936.* Sofia, Direction Générale de la Statistique, 1938. 128 pp.

Statistics of the various types of cooperatives, for 1936 and previous years. Printed in Bulgarian and French.

Cooperative societies [*Great Britain*]—*statistical summaries, 1927–37.* London, Registry of Friendly Societies, 1938. 5 pp.

The data relate to associations (retail, wholesale, and productive associations) formed under the Industrial and Provident Societies Acts, 1893–1928, most of which are cooperatives.

The Lord helps those . . . By Bertram B. Fowler. New York, Vanguard Press, 1938. 180 pp.

A stirring description of the ways in which the formerly poverty-stricken fishermen and other people of Nova Scotia have improved their economic condition through the organization of credit unions, marketing associations, processing plants, housing associations, and other cooperative self-help measures.

Year book of agricultural cooperation, 1938. Edited by Horace Plunkett Foundation. London, P. S. King & Son, Ltd., 1938. 564 pp., bibliography.

Besides reports on agricultural cooperatives in individual countries of the world, contains special articles on a number of general subjects, including a review of agricultural cooperation in 1937; cooperation and the nutrition of colonial peoples; and cooperation and rural hygiene.

Economic and Social Problems

Modern competition and business policy. By H. S. Dennison and J. K. Galbraith. New York, Oxford University Press, 1938. 120 pp.

The authors (a manufacturer and an economist) see no possible hope of eliminating rigidities in our economic system to the extent of "reinstating a self-regulative mechanism." They hold that a regulated system is necessary and that "we shall never learn how to regulate well except by doing it." Specific proposals relate particularly to minimum standards of wages and hours and to certain changes in the structure of corporations.

The machinery of socialist planning. By G. D. H. Cole. London, Hogarth Press, 1938. 80 pp.

Written for consideration by the planning section of the New Fabian Research Bureau, modified by committee discussions, and designed to aid in clarifying the aims and promoting the program of the Labor party in Great Britain.

The public corporation in Great Britain. By Lincoln Gordon. New York, Oxford University Press, 1938. 351 pp.

Studies of the Port of London Authority, Central Electricity Board, the British Broadcasting Corporation, and the London Passenger Transport Board, with a preliminary discussion of the evolution of the public corporation and a concluding chapter on its nature and scope. The author recognizes the possibilities of the public corporation in the socializing of economic life, but he is concerned not with a possible future economy but only with public corporations as they actually exist, in an economy that is primarily a private capitalism. He holds that their record is "a highly encouraging one."

The class conflict in Italy. By Karl Walter. London, P. S. King & Son, Ltd., 1938. 137 pp.

Describes the experience of the working class in Italy since the formation of the modern nation, the organization and functioning of trade-unions, and social and cultural welfare movements initiated by the trade-unions. There is a chapter on cooperation and the working class which describes the productive and consumers' cooperatives in relation to each other and to the Fascist Government.

People at bay: The Jewish problem in East-Central Europe. By Oscar I. Janowsky. New York, Oxford University Press, 1938. 193 pp.

An attempt to bring about a better understanding of the situation. The main factor of the problem is held to be the "break-down of the traditional economy" in the countries covered in the study.

New horizons for the family. By Una Bernard Sait. New York, Macmillan Co., 1938. 772 pp.

There is a chapter on "Social change and the family" and another on "The family and economics." Many subjects of labor interest, including child labor and woman workers, are discussed in various sections of the volume.

Three iron mining towns: A study in cultural change. By Paul H. Landis. Ann Arbor, Mich., Edwards Bros., Inc., 1938. 148 pp.

A sociological study of the frontier, in which the community life of three mining towns is subjected to scrutiny. The author points out that few industries that establish community life are shorter-lived than mining.

Education and Guidance

To promote the cause of education—Office of Education. Washington, U. S. Office of Education, 1938. 80 pp., charts, illus. (Bulletin, 1938, Miscellaneous No. 2.)

Pictorial presentation of the activities of the United States Office of Education, showing what it is, how it works, its functional services, and some recent developments and resulting needed services.

Education in the southern mountains. By W. H. Gaumnitz. Washington, U. S. Office of Education, 1938. 51 pp., map, illus. (Bulletin, 1937, No. 26.)

Includes a brief account of social and economic conditions in the region covered, and some data on average farm income and teachers' salaries.

Guidance service in 200 secondary schools. By M. L. Altstetter. (In Occupations—The Vocational Guidance Magazine, New York, March 1938, pp. 513–520.)

The problem of vocational guidance. By Herman Schneider. New York, Frederick A. Stokes Co., 1938. 108 pp.

In-service training of Federal employees. By Earl Brooks. Chicago, Civil Service Assembly of the United States and Canada, 1938. 74 pp., illus.

Describes comprehensively the in-service training programs of the United States Government, draws conclusions regarding the legitimate purposes of such training, and suggests organization principles and improvements in techniques for the further progress of this Federal undertaking.

Training for the public-service occupations. By Jerry R. Hawke. Washington, U. S. Office of Education, 1938. 82 pp., illus. (Vocational Education Bulletin No. 192.)

Reviews the accomplishments to date along the lines of training for public-service occupations; sets up a procedure which experience has shown may be effectively followed in the planning and development of training programs; and indicates how to secure the aid of Federal, State, and local trade and industrial education agencies in the organization of vocational-training programs in the field covered by the bulletin.

Occupational experiences for handicapped adolescents in day schools. By Elise H. Martens. Washington, U. S. Office of Education, 1938. 61 pp., illus.; bibliography. (Bulletin, 1937, No. 30.)

This analysis of present practices in a group of cities which provide occupational experience for handicapped adolescents was made in the hope of establishing a basis for the improvement and greater development of the program.

Annual report of Massachusetts Department of Education, for year ending November 30, 1937—Part I. Boston, 1938. 137 pp.

Gives data on vocational education, education of the handicapped and of adult aliens, safety education, employment of minors, teachers' placement and retirement, and other subjects.

Problems of adult education in India. By A. Yusuf Ali. (In World Association for Adult Education Bulletin, London, February 1938, pp. 1–10.)

Employment and Unemployment

Final report on total and partial unemployment, 1937. Washington, U. S. Census of Partial Employment, Unemployment, and Occupations, 1938. 4 vols.

Volume 1 gives a summary for the United States, a section for geographic divisions, and one for each of the States, arranged alphabetically, from Alabama to Indiana; volume 2 presents data by States, Iowa to New York; volume 3 covers the remaining States, North Carolina to Wyoming, and the Territories Alaska and Hawaii; volume 4 contains the results of the enumerative check census.

Unemployment in 1937–38 as reflected in U. S. Employment Service. Washington, U. S. Bureau of Labor Statistics, 1938. 9 pp. (Serial No. R. 808, reprint from October 1938 Monthly Labor Review.)

Interim report on partial unemployment submitted to Industrial Commissioner, New York, by Committee on Partial Unemployment. Albany, Department of Labor, Division of Placement and Unemployment Insurance, 1938. xii, 153 pp.; bibliography. (Placement and Unemployment Insurance series, Special Bulletin No. 2.)

Conclusions and a recommendation from this report are published in this issue of the Monthly Labor Review.

The psychological effects of unemployment. By Philip Eisenberg and Paul F. Lazarsfeld. (In Psychological Bulletin, Princeton, N. J., June 1938, pp. 358–390, bibliography; also reprinted.)

Discusses the effects of unemployment upon personality, upon socio-political attitudes, and upon children and youth.

Employment opportunities in oil industry in Texas. Austin, National Youth Administration in Texas, 1938. 84 pp.; mimeographed. (Industrial Study No. 1.)

While the rates of pay and local practices here reported are for the State of Texas, the principal data concerning the character of employment and the work to be done in the industry covered are applicable throughout the United States.

A guide to employment for boys and girls in Greater London. London, Ministry of Labor, London Regional Advisory Council for Juvenile Employment, 1938. 279 pp.

Governmental Agencies

Activities of Federal emergency agencies, 1933–38. Washington, U. S. National Emergency Council, September 1938. 87 pp.

Organization and functions of Department of Labor and Industry, Commonwealth of Pennsylvania. Harrisburg, 1938. 63 pp.

The work of each of the divisions of the department is summarized and an organization chart is given.

Group Insurance

Group insurance—contractual liability. By H. Walter Forster and E. H. Mathews. New York, American Management Association, 1938. 32 pp. (Insurance Series No. 30.)

This pamphlet on group insurance shows the growth of this type of insurance since 1911 when it was introduced, the change from noncontributory systems to the present preponderance of contributory plans, and the extension of the group-insurance principle to cover accidental death and dismemberment, accidents and sickness, and hospitalization.

Health and Industrial Hygiene

Health and unemployment—some studies of their relationships. By Leonard C. Marsh and others. Montreal, Oxford University Press (for McGill University), 1938. xxv, 243 pp., charts.

A survey of the physical well-being of the unemployed, based on studies of the effect of depression on the development of social-welfare organizations.

Illness among employed and unemployed workers. Washington, U. S. Public Health Service, National Institute of Health, 1938. 13 pp., charts. (Preliminary Reports, National Health Survey, Sickness and Medical Care Series, Bulletin No. 7.)

The study showed that proportionately more of the unemployed workers were disabled by illness than of those having jobs. The highest illness rates were found among workers in the most advanced age groups, in the low-income classes, and among unskilled laborers.

Occupational study, 1937. New York, Actuarial Society of America and Association of Life Insurance Medical Directors, 1938. 95 pp.

Sequel to the Joint Occupation Study (1928), dealing principally with mortality rates in the earlier report which were considered inconclusive largely because of insufficient data, and such additional classes as were of special interest because of recent technological changes or because they were considered borderline in character. The data cover the policy issues of the years 1925 to 1935, carried to the anniversaries in 1936.

Buy health—we protect your health. Chicago, Bakery and Confectionery Workers' International Union of America, 1938. 16 pp.

Outlines the work of the union, since its organization in 1886, in promoting the health of the workers through examinations and medical care and the health of consumers through establishment of sanitary shops and good working conditions.

Medical care in public assistance program of Pennsylvania—report and recommendations of a special advisory committee. Philadelphia, Pennsylvania Committee on Public Assistance and Relief, [1937?]. 64 pp.

Report of Committee on Medical Care, American Public Welfare Association, annual meeting, Seattle, Wash., June 30, 1938. Chicago, American Public Welfare Association, 1938. 48 pp.

Analyzes the problems that face welfare officials and others in connection with the provision of medical care.

The Chilean preventive medicine act. By Eduardo Cruz Coke L. (In International Labor Review, Geneva, August 1938, pp. 161–189; chart.)

Nineteenth annual report of Ministry of Health, Great Britain, 1937–38. London, 1938. 318 pp. (Cmd. 5801.)

Reviews the progress made during the year in relation to the fields of public health, including medical and welfare services, food and drugs, and sanitation and other services; public assistance; housing and town planning; and national health insurance and pensions. A separate section deals with the work of the Welsh Board of Health.

A study of asbestosis in the asbestos textile industry. Washington, U. S. Public Health Service, National Institute of Health, 1938. 126 pp., illus.; bibliography. (Public Health Bulletin No. 241.)

The study covered 3 asbestos textile plants in which 541 men and women were given medical examinations. A total of 73 cases of asbestosis were found, 24 of which were classified as doubtful cases. As only three cases (all of which were diagnosed as doubtful or borderline) were found where there was exposure to less than 5 million particles of dust per cubic foot, it was concluded that if the dust concentration were kept below this number, new cases of asbestosis would probably not appear.

Health hazards in the dry cleaning industry: A preliminary report of a survey of dry cleaning establishments in the Detroit metropolitan area. By William H. Cary and John M. Hepler. (In American Journal of Public Health and the Nation's Health, Albany, N. Y., September 1938, pp. 1029–41.)

Deals with the types of equipment and kinds of solvents used in the area studied, number of employees, existing and potential health hazards, control measures used, and the medical or first-aid requirements needed or provided.

Methods for detection and determination of carbon monoxide. By L. B. Berger and H. H. Schrenk. Washington, U. S. Bureau of Mines, 1938. 30 pp., illus. (Technical Paper 582.)

Hazards incidental to industrial uses of nitrocellulose lacquers. By William J. Burke and Leonard J. Goldwater. (In Industrial Bulletin, New York Department of Labor, Albany, July 1938, pp. 314–316.)

The article shows the toxic effects, so far as known, of the different constituents of lacquers, and also discusses the industrial control of both fire and health hazards.

National Silicosis Conference: Final report of Committee on Prevention of Silicosis Through Medical Control. Washington, U. S. Division of Labor Standards, 1938. (Bulletin No. 21—in 4 parts; various paging.)

Housing

Labor and the housing problem. By Catherine Bauer. (In Labor Information Bulletin, U. S. Bureau of Labor Statistics, August 1938, pp. 6–8; charts.)

Income

National income in 1937 largest since 1929. By Robert R. Nathan. (In Survey of Current Business, U. S. Bureau of Foreign and Domestic Commerce, Washington, June 1938, pp. 11–17, charts; also reprinted.)

A summary of income statistics, continuing the studies made by the Bureau of Foreign and Domestic Commerce, covering the period from 1929 to 1932 and each succeeding year. Total compensation of all employees, which, as computed in this study, includes all salaries as well as wages, work-relief wages and salaries, and other labor income, is estimated at 90.7 percent of the 1929 total figure of compensation of employees, while the total income paid out in 1937 was 88.3 percent of the 1929 total. However, in those industries where wages can be separated from total income during the period covered, wages in 1937 were only 82.1 percent of wages in 1929.

Industrial Accidents and Safety

Causes and prevention of accidents in construction industry, 1936. By Max D. Kossoris and Swen Kjaer. Washington, U. S. Bureau of Labor Statistics, 1938. 12 pp. (Serial No. R. 801, reprint from August 1938 Monthly Labor Review.)

Fatal and nonfatal electrical accidents in coal mines. By L. C. Ilsley. Washington, U. S. Bureau of Mines, 1938. 7 pp.; mimeographed. (Information Circular 7011.)

Brief study of principal causes of such accidents and methods of prevention.

Anuario de estadística minera, 1933. Mexico, Secretaría de Economía Nacional, Departamento de Minas, 1938. 342 pp.

Includes data on accidents occurring in mining and metallurgical enterprises in Mexico in 1933, by municipalities, showing cause and degree of severity.

Accidentes y enfermedades del trabajo. By Antonio Luna Arroyo. Mexico, Mario Sainz (for the author), 1938. 32 pp., charts, folders.

Statistics are presented for industrial and other occupational accidents in Mexico in the years 1933, 1934, 1935, and 1936, classified by industry and by cause. For 1936, degree of permanence of the injury, part of the body affected, degree of disability, and compensation paid, are also shown.

Advanced mine rescue training course of Bureau of Mines. By J. J. Forbes. Washington, U. S. Bureau of Mines, 1938. 10 pp.; mimeographed. (Information Circular 7010.)

Starting young workers safely in industry: A description of practical methods of safety training. London, National Safety First Association, Inc., 1938. 47 pp. (Special accident prevention pamphlet.)

Industrial Relations

First annual report of New York State Board of Mediation, July 1, 1938. New York, 1938. 8 pp.; mimeographed.

The administration of an N. R. A. code—a case study of the men's clothing industry. By Robert H. Connery. Chicago, Public Administration Service, 1938. xxiii, 211 pp. (Social Science Research Council, Committee on Public Administration, Studies in Administration, Vol. IV.)

Management and collective bargaining. By H. S. Gilbertson. (In Harvard Business Review, Boston, Vol. XVI, No. 4, 1938, pp. 385–399.)

The seniority principle in employment relations. Princeton, N. J., Princeton University, Industrial Relations Section, 1938. 31 pp.; mimeographed. (Report No. 53.)

Violations of free speech and rights of labor. Hearings, November 18, 1937, before a subcommittee of Committee on Education and Labor, United States Senate, 75th Congress, 2d session, on S. Res. 266 (74th Congress). Parts 15–A to 15–D (pp. 5173–7243). Washington, 1938.

Part 15 is composed of exhibits supplementary to hearings held by the committee in 1936 and 1937 (pts. 1–14) and is divided into the following four sections: Part 15–A, Railway Audit & Inspection Co., National Corporation Service, National Metal Trades Association, and the William J. Burns International Detective Agency, Inc.; part 15–B, Corporations Auxiliary Co. and Pinkerton's National Detective Agency, Inc.; part 15–C, the Tennessee Coal, Iron & Railroad Co., the American Bridge Co., Goodyear Tire & Rubber Co., and Harlan County, Ky.; and part 15–D, the Chicago Memorial Day Incident and Industrial Munitioning (Federal Laboratories, Inc., the Lake Erie Chemical Co., and the Manville Manufacturing Corporation).

Labor relations in republican Germany: An experiment in industrial democracy, 1918–1933. By Nathan Reich. New York, Oxford University Press, 1938. 293 pp.

Owing to the growing prominence of industrial relations in modern times, this study is presented in the belief that the Weimar experiment was of more than historical interest. The book shows the status of labor under the republican government and the degree of effectiveness in collective bargaining, in labor disputes, in the shop, and in litigation. The transition to the National Socialist State is briefly traced.

Les occupations d'usines en Italie et en France, 1920–1936. By Henri Prouteau. Paris, Librairie Technique et Économique, 1938. 243 pp.

Reviews the origin, causes, and methods of sit-down strikes in Italy during 1920, and the movement and its causes in France in 1936.

Industrial relations in the Netherlands. Washington, U. S. Bureau of Labor Statistics, 1938. 9 pp. (Serial No. R. 800, reprint from August 1938 Monthly Labor Review.)

Regulation of wages and hours in New Zealand. Washington, U. S. Bureau of Labor Statistics, 1938. 7 pp. (Serial No. R. 799, reprint from August 1938 Monthly Labor Review.)

International Labor Conference

Results of International Labor Conference, June 1938. By John S. Gambs. Washington, U. S. Bureau of Labor Statistics, 1938. 8 pp. (Serial No. R. 797, reprint from August 1938 Monthly Labor Review.)

Labor and Social Legislation

Amending the Wagner-Peyser Act. Report (to accompany S. 3516) submitted by Mr. Thomas of Utah, Committee on Education and Labor, U. S. Senate, 75th Congress, 3d session, 1938. Washington, 1938. 4 pp. (Senate Report No. 1763.)

Labor laws in action. By John B. Andrews. New York and London, Harper & Bros., 1938. xviii, 243 pp.

This book by the secretary of the American Association for Labor Legislation shows what has been and is being done in the United States to enforce laws for protection of workers, describes enforcement procedure and machinery, gives information about official publications, and discusses American and British factory inspection.

Il lavoro nelle constituzioni contemporanee. By Ferruccio Pergolesi. (In Le Assicurazioni Sociali, Istituto Nazionale Fascista della Previdenza Sociale, Rome, May–June 1938, pp. 351–367.)

A fully-documented summary of labor provisions in the constitutions under which the nations of today are governed.

L'application des nouvelles lois sociales. By Philippe Fargeaud. Paris, Comité de Prévoyance et d'Action Sociales, 1938. 193 pp.

Critical review of effects of social laws passed in France in 1936 by the Popular Front Government.

La pratique des nouvelles lois sociales: Lois et decrets—jurisprudence. By Henri Delmont. Paris, Librairie du Recueil Sirey, 1938. 186 pp.

Texts of French laws, decrees, and circulars on vacations with pay, the 40-hour week, collective agreements, and conciliation and arbitration are given, and legal decisions on questions arising under each of these laws are cited. The author gives his conclusions on the effects of the laws.

Arbitrage et surarbitrage dans les conflicts collectifs du travail. By Paul Augier. Paris, Librairie du Recueil Sirey, 1938. 236 pp.

Doctorate thesis on arbitration legislation adopted in France during 1936.

Labor Law Administration

Labor inspection in New Zealand, 1930–1937. (In International Labor Review, Geneva, July 1938, pp. 83–95.)

Labor Organization

The white collar workers organize. By Louis Gordon. New York, United Office and Professional Workers of America, Educational Department, [1938]. 23 pp.

Les syndicats professionnels en U. S. S. R. By Michel Rolnikas. Paris, Librairie Technique et Économique, 1937. 157 pp.

A monograph on labor unions in the Soviet Union, including a short review of their history since 1905, their legal status since the decree of June 23, 1933, the sphere of their jurisdiction and activities in production, regulation of wage payment, labor protection, and welfare work.

Maritime and Longshore Labor

Maritime labor in the United States. By Elmo Paul Hohman. (In International Labor Review, Geneva, August 1938, pp. 190–218; September 1938, pp. 376–403.)

Ratification of international maritime conventions by the United States. Washington, U. S. Bureau of Labor Statistics, 1938. 4 pp. (Serial No. R. 798, reprint from August 1938 Monthly Labor Review.)

The waterfront labor problem—a study in decasualization and unemployment insurance. By Edward E. Swanstrom. New York, Fordham University Press, 1938. 186 pp.

Summarizes existing documentary material available on the longshore situation in the port of New York. The author also did considerable research work on the more recent developments, with particular emphasis on the broad social effects of the casual-employment conditions in the industry.

Migratory Labor

California's migratory labor problem. By W. V. Allen. (In Employment Service News, U. S. Employment Service, Washington, September 1938, pp. 9–11.)

Refugee labor migration to California, 1937. By Paul S. Taylor and Edward J. Rowell. Washington, U. S. Bureau of Labor Statistics, 1938. 11 pp., map. (Serial No. R. 794, reprint from August 1938 Monthly Labor Review.)

A placement service for migratory farm workers. By W. Frank Persons. (In Employment Service News, U. S. Employment Service, Washington, August 1938, pp. 8, 9.)

Mining Industry

Annuaire du Comité Central des Houillères de France et de la Chambre Syndicale Française des Mines Métalliques. Paris, 1938. Various paging.

Annual report of Central Committee of Coal Operators in France, including statistics of wages and number of workers in coal and lignite mines in 1936 and of mineral production in France and the colonies from 1933 to 1937.

Sixteenth annual report of Miners' Welfare Committee [*Great Britain*], *1937*. London, 1938. 128 pp., illus.

Recreation, social welfare, health, and education of miners are covered.

Forty-eighth annual report of Transvaal Chamber of Mines, 1937. Johannesburg, 1938. 176 pp.

Contains information on trade-union matters, labor legislation, and working conditions of mine employees.

Annual report of Government Mining Engineer, Union of South Africa, for year ended December 31, 1937. Pretoria, 1938. Various paging.

Data on employment, wages, and accidents are included, also a summary for the year of the incidence of silicosis in the gold mines of the country and an account of preventive measures. Statistics are given of the number of cases of silicosis, of tuberculosis with silicosis, and of tuberculosis alone, reported by years from 1917–18 to 1936–37 among European miners, and from 1926–27 to 1936–37 among native laborers.

Negro in Industry

Selected list of references on Negro labor. Washington, U. S. Bureau of Labor Statistics, July 1938. 5 pp.; mimeographed. (Supplement to bibliography on Negro labor issued in 1937.)

The Negro as a subject of university research in 1937. By Ellis O. Knox. (In Journal of Negro Education, Washington, D. C., April 1938, pp. 172–179.)

Nutrition

New technical efforts toward a better nutrition. Geneva, League of Nations, Secretariat, 1938. 36 pp.

Reviews the work of the League of Nations and the International Labor Office toward promoting a better knowledge of nutritional needs and the application of present knowledge to the special problems of each country and locality.

Bulletin of Committee against Malnutrition, No. 26. London, 1938. 12 pp.

The lack of provision for child maintenance which results from the wage system that remunerates the individual without regard to his responsibilities is discussed from the standpoint of the extensive malnutrition among a large proportion of the child population in Great Britain and other countries. Payment of family allowances as a measure to improve nutrition is advocated.

Food consumption of children at National Child Research Center [*Washington, D. C.*]. By Helen Nebeker Hann and Hazel K. Stiebeling. Washington, U. S. Department of Agriculture, 1938. 33 pp. (Circular No. 481.)

Results of quantitative studies of food consumed by children enrolled at National Child Research Center, Washington, D. C., made during the period 1931–36 in order to obtain data on food-consumption habits and nutritive value of diets of healthy young children.

Instituto de Alimentación Científica del Pueblo [*Uruguay*]. Montevideo, Ministerio de Instrucción Pública y Previsión Social, 1938. 61 pp., illus.

Account of operation of the Government-directed people's restaurants in Uruguay, and of the work of the Government in disseminating information on proper nutrition. The restaurants serve scientifically planned meals to individuals and families at low cost, special attention being given to the meals served to children.

Occupations

Index to vocations: A subject index to 1,950 careers. Compiled by Willodeen Price and Zelma E. Ticen. New York, H. W. Wilson Co., 1938. 122 pp. Second revised and enlarged edition.

Job descriptions for job foundries. Washington, U. S. Employment Service, Division of Standards and Research, 1938. xlvii, 366 pp., diagrams, illus.

An appraisal and abstract of available literature on the occupation of the general houseworker. New York, National Occupational Conference, 1938. 12 pp.

One of a series, covering a wide range of occupations, being published by the National Occupational Conference.

List of organizations doing occupational research or having done so since 1932. A survey made for Research Section of National Vocational Guidance Association by Mary Schauffler. Cleveland, Western Reserve University, Flora Stone Mather College, February 1938. 25 pp.; mimeographed.

Personnel Management

Public personnel problems from the standpoint of the operating officer. By Lewis Meriam. Washington, Brookings Institution, 1938. 440 pp. (Institute for Government Research Studies in Administration, No. 35.)

Incentives and contentment—a study made in a British factory. By Patricia Hall and H. W. Locke. London, Isaac Pitman & Sons, Ltd., 1938. 190 pp.

An evaluation of the factors that make for a contented working force, based upon a survey of a cocoa factory operated by B. Seebohm Rowntree.

Plans for rating employees. New York, National Industrial Conference Board, Inc., 1938. 39 pp. (Studies in Personnel Policy, No. 8.)

Prison Labor

Prison labor in 1936. By Edward P. Sanford. Washington, U. S. Bureau of Labor Statistics, 1938. 18 pp. (Serial No. R. 795, reprint from August 1938 Monthly Labor Review.)

Production and Production Costs

World production and prices, 1937–38. Geneva, League of Nations, Economic Intelligence Service, 1938. 137 pp., charts.

There is an attempt in chapter II, on the basis of data that is admittedly fragmentary and imperfectly comparable, to estimate the changes from 1929 to 1937 in the average man-hour output of industrial workers.

Rapport général du Comité d'Enquête sur la Production. (In Journal Officiel de la République, Paris, December 16, 1937, pp. 13728–13744; December 18, 1937, annexe, pp. 1203–1224; January 14, 1938, annexe, pp. 63–73.)

The Committee of Inquiry on French Production was appointed in accordance with a decree-law of August 25, 1937, to study the actual conditions of the French economy and to propose measures to improve production and in a general manner the situation of agriculture, commerce, and industry. The report covers the situation in the principal industries and presents the conclusions of the committee.

The cost principle in minimum price regulation. By Herbert F. Taggart. Ann Arbor, University of Michigan, 1938. 182 pp. (Michigan Business Studies, Vol. VIII, No. 3.)

A study of the elements of cost of production, including direct labor and overhead labor, with discussions of the applications of cost formulas in price regulation. The author describes the difficulties arising from the frequent failure to distinguish between cost in general or to the marginal producer and cost to the individual member of industry. He also recognizes the problems of cost determination and of price regulation resulting from imperfect competition.

Retail Trade

Small-scale retailing: A statistical analysis of unpublished data from Census of American Business. By William H. Meserole. Washington, U. S. Bureau of Foreign and Domestic Commerce, 1938. 48 pp., charts. (Domestic Commerce Series, No. 100.)

Based on a special tabulation of the statistics of small stores for the year 1933. There is a section on "employees and proprietors," with discussions of employment as related to volume of sales, productivity of workers, and average annual wages. Comparisons of labor in small stores and large stores are described as difficult and likely to be misleading because of such circumstances as part-time or incidental employment, especially in smaller stores.

Sickness Insurance and Benefits

Contribución al estudio del movimiento mutualista en la República Argentina. By Carlos A. Niklison. Santa Fe, Universidad Nacional del Litoral, Instituto Social, Sección Museo, 1938. 45 pp., charts. (Publicación No. 2.)

Report of a recent investigation into the nature of mutual-aid societies in Argentina, and of the sickness benefits provided by such organizations. Reviewed in this issue of the Monthly Labor Review.

For public health—medical treatment in social insurance in Czechoslovakia. Prague, Head Office of Health Insurance Societies, [1937?]. 157 pp., illus. (In Czech, English, French, German.)

General review of the public health insurance system in Czechoslovakia, including a historical sketch of its operation, statistical data on mortality and diseases, and pictures of the institutions for medical treatment.

Workers' compulsory sickness insurance in Czechoslovakia, 1926-37. (In International Labor Review, Geneva, August 1938, pp. 242–253.)

Social Security (General)

Labor's risks and social insurance. By Harry A. Millis and Royal E. Montgomery. New York, McGraw-Hill Book Co., Inc., 1938. 453 pp.

This volume, the second of a 3-volume series on "The economics of labor," deals with the problems of unemployment, industrial accidents and occupational diseases, sickness and nonindustrial accidents among wage earners, compulsory health insurance abroad, and the industrially old worker. The compulsory health-insurance movement in the United States is discussed and a plan for such a system is proposed.

Three years' progress toward social security. By Arthur J. Altmeyer. (In Social Security Bulletin, U. S. Social Security Board, Washington, August 1938, pp. 1–7.)

National insurance: A summary of the principles of the Australian National Health and Pensions Insurance Act, 1938. Canberra, National Insurance Commission, 1938. 43 pp.

Reviewed in this issue.

Wetenschappelijke balans van de vrijwillige gudendomsverzekering (fonds B) op 31 December 1936. Amsterdam, Rijksverzekeringsbank, [1938?]. 61 pp.

Annual report of the voluntary old-age and invalidity insurance system in the Netherlands up to December 1, 1936.

Technological Changes

Practical measures to alleviate immediate social effects of dismissals. (In International Labor Review, Geneva, September 1938, pp. 404–411).

Conclusions reached at third session, in May 1938, by Advisory Committee on Management set up in 1936 by Governing Body of International Labor Office to consider the social effects of certain forms of "rationalization." The Committee regarded dismissals of staff the effects most urgently requiring consideration.

The mechanization of office work. (In International Labor Review, Geneva, September 1938, pp. 411–415.)

Another subject on the agenda of the Advisory Committee on Management of the International Labor Office was the use of office machinery and its influence on working conditions in offices. This article presents the conclusions of the Committee in this connection.

A list of references on technocracy. Compiled by Florence S. Hellman. Washington, U. S. Library of Congress, Division of Bibliography, March 30, 1938. 17 pp.; typewritten. (Supplement to typewritten list of Jan. 20, 1933.)

Tennessee Valley Authority

An indexed bibliography of the Tennessee Valley Authority (supplement, January–June 1938). Compiled by Harry C. Bauer. Washington, U. S. Tennessee Valley Authority, Technical Library, 1938. 19 pp.; mimeographed.

The Tennessee Valley Authority—a national experiment in regionalism. By Clarence Lewis Hodge. Washington, American University Press, 1938. 272 pp.; bibliography.

Unemployment Insurance

The risk of unemployment and its effect on unemployment compensation. By James W. Horwitz. Boston, Harvard University Graduate School of Business Administration, 1938. 80 pp.; charts. (Business Research Studies, No. 21.)

The question whether the systems of State pools supported by pay-roll taxes, the rates of which are almost the same in all States and all industries, can be expected to give equal protection to the workers in all States, is examined from the standpoint of whether the risk of unemployment and, therefore, the rate of taxation necessary to secure funds out of which to pay the compensation offered by the laws, is substantially the same in all States.

Selected list of references on unemployment compensation and related subjects. Washington, U. S. Social Security Board, Library, April 1938. 75 pp.; mimeographed.

L'assurance obligatoire contre le chômage et les jeunes travailleurs. By Jos. Raemaekers. (In Revue du Travail, Ministère du Travail et de la Prevoyance Sociale de Belgique, Bruxelles, May 1938, pp. 565–582.)

Discusses the unemployment situation of young workers in Belgium and an official proposal to make unemployment insurance compulsory for all young workers.

Vacations with Pay

Extent of vacations with pay in industry, 1937. By Frances Jones and Dorothy Smith. Washington, U. S. Bureau of Labor Statistics, 1938. 6 pp. (Serial No. R. 796, reprint from August 1938 Monthly Labor Review.)

Les congés payés en France. By A. Lorch. Paris, Marcel Rivière & Cie., 1938. 115 pp.

The writer reviews the development of the practice of granting vacations with pay in different countries, and discusses provisions of the French legislation, including the special systems for agricultural workers, for domestic workers, and for occupations which do not offer steady employment, such as those of longshoremen and building workers. Texts of the French law of June 20, 1936, and of subsequent decrees are included.

Holidays with pay (factory labor). Bombay, Indian Merchants' Chamber, 1938. 19 pp. (Social Science Intelligence Series, No. 1.)

Gives data on holidays with pay in various countries and discusses peculiar features of East Indian labor and industry.

Wages and Hours

Earnings and hours in United States navy yards. Washington, U. S. Bureau of Labor Statistics, 1938. 13 pp. (Serial No. R. 809, reprint from October 1938 Monthly Labor Review.)

Executive salaries and bonus plans. By John Calhoun Baker. New York, McGraw-Hill Book Co., Inc., 1938. xxiv, 274 pp.

The author makes use of information collected by the Federal Trade Commission and the Securities and Exchange Commission, and of data in annual reports of corporations. He states his purpose as being chiefly to present the facts on corporate practices and policies, but in a concluding chapter he raises questions about the significance of the facts. He explains the salaries actually paid as being a result of competition for executive ability, but suggests the desirability of putting executive salaries more largely on a professional basis, with smaller cash payments.

Women in Industry

Report of wages and hours of women and minors in industry, Kansas, November 1, 1937, to January 1, 1938. Topeka, Department of Labor and Industry, Women's Division, 1938. 39 pp.

Data from this report are given in this issue of the Monthly Labor Review.

Women in Kentucky industries, 1937. Washington, U. S. Women's Bureau, 1938. 38 pp. (Bulletin No. 162.)

Summary data from this report were published in the Monthly Labor Review for August 1938.

Report to Wage Board for Hotels and Other Lodging Establishments on employment of women and minors in lodging establishments in Pennsylvania. Harrisburg, Department of Labor and Industry, Bureau of Hours and Minimum Wages, 1938. 88 pp., mimeographed.

Women in business (basic information sources). Compiled by Florence A. Armstrong and Frances C. Porcher. Washington, U. S. Bureau of Foreign and Domestic Commerce, Marketing Research Division, March 1938. 12 pp.; mimeographed.

Youth Problems

The National Youth Administration. By Palmer O. Johnson and Oswald L. Harvey. Washington, U. S. Advisory Committee on Education, 1938. 120 pp. (Staff Study Number 13.)

Describes the N. Y. A. organization and programs and evaluates to some extent the accomplishments of that agency.

General Reports

Annual report of Commission of Labor and Industry (Labor Department) of Kansas, for year ending December 31, 1937. Topeka, 1938. 77 pp., charts.

In this review of activities of the Kansas Labor Department, data are given on employment, unemployment, pay rolls, retail prices of food, industrial accidents, factory and mine inspection, and work of the women's division. A directory of labor organizations in the State is included.

Annual report of Department of Labor, British Columbia, for year ended December 31, 1937. Victoria, 1938. 101 pp., charts.

Summarizes activities of the labor department in connection with industrial relations, labor disputes and conciliation, factory inspection, employment, unemployment relief, and apprenticeship, and gives a résumé of labor legislation. Data on wages and hours from the report are published in this issue of the Monthly Labor Review.

The Canada year book, 1938. The official statistical annual of the resources, history, institutions, and social and economic conditions of the Dominion. Ottawa, Dominion Bureau of Statistics, 1938. xli, 1141 pp., maps, illus.

The many topics taken up in this compilation include wages and hours of labor, employment and unemployment, unemployment relief, industrial disputes, industrial accidents and compensation therefor, labor organizations, old-age pensions, prices and cost of living, cooperative societies, and building construction. The latest statistics presented on these subjects are for 1936 or 1937.

Annuaire statistique de la République Tchécoslovaque. Prague, l'Office de Statistique, 1938. Various paging.

This general statistical yearbook for Czechoslovakia includes data on prices and cost of living, employment, unemployment relief, wages, strikes and lockouts, collective agreements, work of employment offices, housing, labor organizations, production, and cooperatives. Some of the information on these topics is for 1937 but most of it is for 1936 or earlier years.

Output, employment, and wages in United Kingdom, 1924, 1930, 1935. By G. L. Schwartz and E. C. Rhodes. London, London & Cambridge Economic Service, 1938. 35 pp. (Special Memorandum No. 47.)

There is an introductory analysis, by Prof. A. L. Bowley, of the census data for 1924, 1930, and 1935 on output, employment, wages, and labor productivity, covering all factory trades combined and mines and quarries combined. This is followed by summaries of the same data for the separate branches of production covered by the censuses. These summaries include figures of labor productivity in terms of "net output" and of average weekly earnings, normal weekly hours, and weekly hours actually worked. A final section gives index numbers of production in 1930 and 1935.

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